

The Journal of **ELECTRICAL WORKERS** AND OPERATORS



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VOL. XXIX

WASHINGTON, D. C., JANUARY, 1930

NO. 1



MAN POWER IS BRAIN POWER



Backgrounds

Backgrounds are interesting things.

Contrast a blonde beauty in a soft gown sitting in a room surrounded by beautiful furniture, or on the golf links or tennis court in appropriate sport clothes, with the same girl dressed in a kitchen apron. As a picture, you would probably choose the first, because of the background.

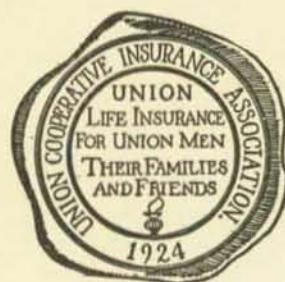
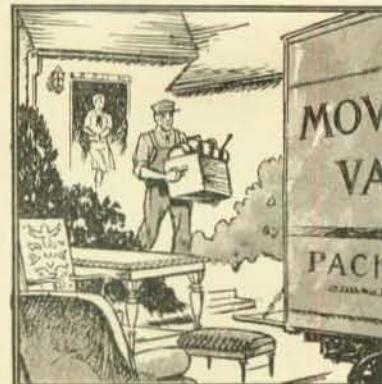
The background which thrift can and does provide is a pleasant and enjoyable one.

Think of the spendthrift type of man, buying luxuries which he cannot afford, trying to "keep up with the Joneses," and getting further into debt. When he can dodge the installment collector no longer, and the beautiful luxuries are taken back, he is left with a forlorn background of bare rooms as well as a bare bank account which necessitates a fresh start.

This picture suffers in contrast to the background of security enjoyed by the thriftier man.

Thrift is made so easy nowadays, with Christmas Savings accounts, Vacation Savings accounts, and life insurance available on the easy monthly payment plan, that a person who saves nothing is becoming a rarity. In this January month of thrift, therefore, let us have as our slogan—

Build for Better Backgrounds



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Contents

	<i>Page</i>
Frontispiece	2
Marketing Man Power	3
Changing America Charts Huge Building Plans	4
Stimulus Given Training By Drive For Competency	6
A Statement From the President	8
Jurisdictional Disputes Put Under Clinic Rays	11
Bell Telephone Company Enters Amusement Field	12
A Woman Views Girl Displacement by Dials	13
We Cross Swords—A Reply to "Law and Labor"	14
"Mr. Justice Holmes Dissents"—Index to an Era	15
Battles of Chain Systems Wages to the Death	16
Modern One-Eyed Cyclops Works for Man	17
Construction of 1930 Waits Word of Bankers	18
Nature Studies	19
Liberals of South Begin Census of Sentiment	20
Would You Believe It—A Human Economic Theory	21
Universal Tribute to Past President Noonan	22
"Paths of Glory Lead But to the —"	23
Local Unions Record Love for Chief Executive	24
Historic Meeting at St. Louis Recorded Officially	25
Editorial	26
Woman's Work	28
A. M. Hull, Vice President, Dies In New Orleans	30
Constructive Hints	31
Cartoon	32
On Every Job	33
Everyday Science	34
Correspondence	35
In Memoriam	51
The Family Group Album	52
Application For Family Group Insurance	53
Local Union Official Receipts	63

Magazine Chat

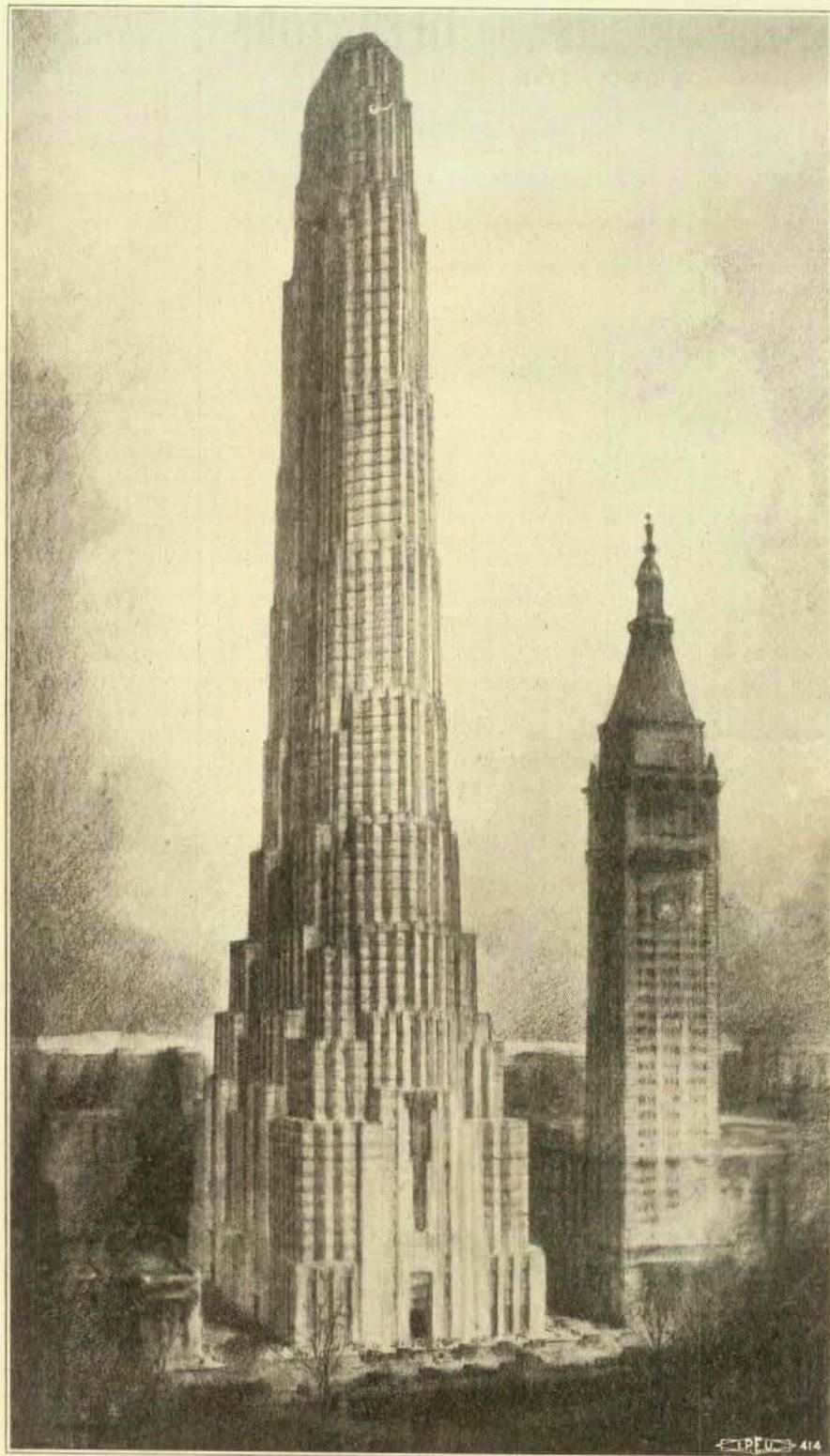
Volume 29, Number 1.

The years pass, and the Electrical Workers' Journal establishes itself as an institution. If we can read the stars right, this publication, a cooperative enterprise of workers, has a chance for greater life, and greater usefulness. Now more than ever, labor needs reliable journals.

The striking picture on the front cover, symbolic of labor's power in the New Year, is taken from a poster of the British Labor Party. The Labor Party of England used with telling force posters throughout the last campaign. They sought to tell the story of labor's achievements in terse sentences, and provocative color and line.

Our readers will note that eight extra pages are used in this issue—64 in all, and space still is tight. That is a good sign—the best possible promise for the new year. It means our correspondents are zealous, intelligent and active. It means our readers are awake. "Read your Journal faithfully" has become a slogan with practical meaning for thousands of our members.

I think it is time again to mention with gratification the honorable support we have received from loyal readers outside the union. These have encouraged and inspired us. Economists, employers, statesmen and students have sent us letters during the past year, nearly all of which we have never published, praising the Journal for its frankness, fairness and enterprise. One economist of national note recently wrote us: "Please stop sending us your Journal. We have been ill. Our physician forbid us to read. Your Journal comes and it is so d—n interesting, that we have to disobey the doctor's orders." Letters like that make us understand that the game is worth all the midnight candle power we burn. Selah.



PROPOSED METROPOLITAN LIFE INSURANCE BUILDING
NEW YORK CITY

This magnificent shaft-like building, when completed, will rise 100 stories high. It belongs to the future of construction, a future rapidly approaching.



THE JOURNAL OF ELECTRICAL WORKERS & OPERATORS

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Vol. XXIX

WASHINGTON, D. C., JANUARY, 1930

No. 1

Marketing Man Power

THOUGH labor refuses to regard itself as a commodity, the problem of labor is the problem of any other economic group; the problem of selling something. This something is service on the part, if not in money value, in social value, with what engineers, lawyers, doctors and clergymen sell. Like labor, these professions have their own organizations interested in wage-scales (fees) and conditions (professional standards). Labor may be said to have arrived first upon the scene with economic organization. This was natural because the workers were the most severely rubbed in the friction of social and economic hitches. Then the professions organized, and now we have the organization of manufacturers, wholesalers, retailers, bankers in trade groups. We are moving in a world of intensive organization.

Intensive organization is an outstanding characteristic of the environment in which we find ourselves. The other important fact about this environment is its growingly mechanized and standardized character. As we have pointed out the arrival of machine production has completely changed the character of the industrial set-up. It demands a revision of all our concepts about ourselves and our functions. This cannot be done at once. Relationships are not fully apparent. Consequences have not yet appeared. But a step can be taken toward a revaluation of labor in the new order.

The introduction of so-called labor-saving machinery and devices has become deliberate. This is the new thing in the world today, namely the invention of automatic machinery to manufacture more automatic machinery in order to create new needs, which is likely to entail new inventions. Requests are sent to Westinghouse laboratories, "Can you produce a machine that can do such and such a task?" Time elapses. It is produced. This mobilization of inventive talent furnishes the dynamics of the new technology. The deplorable thing is that the moral forces of the community are not mobilized in the same way to take care of the discards of machinery. For it seems indubitable that the wholesale introduction of labor-saving machinery has created unemployment. We began making these assertions two years ago in these columns, and have read, we believe, every refutation to the contrary, and remain unshaken in the deduction. Indeed, accruing statistical data is on hand to indicate that machine technique scorns jobs.

The other aspect of machine production which instantly comes to view is its effect on hand skill. At first, it appeared that skill was destroyed. This is not so. Skill has been limited in some trades such as the building trades. Yet the carpenter is still an indispensable figure in construction. It is inconceivable that he will not be. The electrical worker finds himself in a more strategic place in power production, and in house construction, if not in telephone work. The locomotive engineer is no less valuable because of super

heaters. In some industries like that of the silk hosiery, the machine operator has a degree of skill no doubt beyond his handicraft predecessor. This is true in other machine trades. It is in the slave factories of the endless belt and assembling chain—like automobile and packing house—where jobs have been divided and redivided that skill has been reduced to a pitiful minimum. Even here the workers have a chance to make a collective contribution under union cooperative management that would indicate that collective cooperation of workers is essential to efficient operation of mechanized industries.

The truth is, though machinery has lessened jobs, it has set a greater value on the job, and on the workman himself, and has not unbalanced the ratio of skill to man power.

But the marketing of that man-power under favorable conditions is a more difficult thing. This is because of the tremendous capital wrapped up in the machines themselves vested entirely in the employing groups; because of the indispensability of the machines to production as now organized; and the unwillingness of certain employers, realizing their strategic position, to share power with their employees.

Marketing of any kind in such a world is done largely through publicity. In marketing man power, labor is suffering under a handicap, engendered by hostility, in securing the right kind of publicity. It is essential that it change its sales appeal. We believe this is comparatively easy.

When labor was selling hand skill the political agencies of society were prominent. Due to the staggering concentration of capital in the machines of production, power has shifted from political agencies to industrial agencies. The government can do little, under the present set-up, for each individual citizen. It could do more, no doubt, but is not allowed, at present, to so function. In the handicraft days, labor "sold itself" to the community by speaking of "rights." Rights were understood by a political minded people. But rights are not understood by an industrial minded people. Industry understands only functions. In the new order of machine production, labor must market man power by speaking of competency. Labor must not longer say, "I have a right to this." It must say, "I earn this." "I do this." "I am capable of doing much in organized society that I am not allowed to do." "If you want to be efficient, use organized labor."

This task can not be taken without entailing responsibility. It means labor must strengthen every technical agency under its command. It must enhance skill. This means new stress on education.

Machines have lessened jobs, but have left skill. Skill must be mobilized by the workers themselves, and sold in the open market for what it is—an indispensable commodity.

Changing America Charts Huge Building Plans

"MAKE no little plans" admonishes a pioneer in city development, "they have no magic to stir men's blood, and probably themselves will not be realized. Make big plans; aim high in hope and work, remembering that a noble logical diagram once recorded will never die, but long after we are gone will be a living thing, assenting itself with ever-growing intensity. Remember that our sons and grandsons are going to do things that would stagger us. Let your watchword be order and your beacon, beauty."

It was William Burnham, architect and city planner, moving spirit in the Chicago World's Fair of 1893, who sounded this stirring call to architectural development of America. It has rung down the years with ever-increasing insistence. For, whether it is due to America's size, its youth, or its will power, it can not be denied, that this nation is daring in its making of great plans. The United States is responsive to the future. Americans love the word "forward-looking." American cities are not static. They are changing. They promise great immediate development. They promise to be more beautiful, more clean, more spacious as the years pass.

Labor—especially that group of craftsmen in the building trades—may well ask itself what part are we to play in the future development of American cities. To put it on a cold business basis: "The future market for labor promises to be good. Can we get a full share of the future building business? Can we increase our business, and play an increasingly important role in the construction of tomorrow?"

Labor Must Be Ready

Take just two cities of the United States. Take New York, the metropolis, and Washington, the national capital. In 1929, New York City heard the report of the committee on regional plans. This report undertook to visualize the New York City of 1965. It predicted tremendous development—a wider area, many landing fields for aeroplanes, a spacious metropolis, overflowing into three states, with slums giving place to garden apartments. Double-decked and triple-decked streets, gardened terraces, aerial

America is building its cities on a colossal scale. Improvements in New York, Washington, Cleveland and St. Louis indicate the character of the American city 10 and 20 years hence. To labor, these plans mean work of a satisfactory and profitable character.

sidewalks, and still higher buildings; sub-surface garages; smokeless chimneys; innumerable new parks and parkways—these are the logical developments of the present. But all this means work to craftsmen dependent upon construction for a livelihood. It means that the union, making plans for the future, must consider the promised developments in the industry.

That New York City is not likely to forego the pleasure of building skyward appears to be certain.

There has been a good deal of debate about this very question of late. Certain architects have attacked the skyscraper as a practical vehicle of future development in Manhattan. The skyscraper has been damned as narrowing to life, obscuring to streets, and drag on beauty. However, the race for the highest building goes forward merrily. S. W. Straus and Company has co-operated with the American Institute of Steel Construction in making extensive tests. The conclusion reached is that 75-story buildings are practical in every particular; that it is possible within the limits of safety to erect 150-story buildings reaching 2,000 feet in the air. The determining factor in each instance is cost—the value of the land upon which the towering structure is to be erected.

"The efficiency of that structure will be reflected in the citizen's pocketbook through its effect on rents, incomes and taxes," S. W. Straus and Company says. "Its character will go far to determine where and under what conditions he lives and works, his goings and his comings, his expenditures of

time and even, to a large extent, his social relationships. Broad questions of public health and safety may also be involved. If the daily round of life is so largely dependent upon the correct answer to this problem of city structure, it is imperative that the average citizen should be given the facts which will enable him to reach an intelligent conclusion upon the points at issue."

There seems to be no end to the rivalry of architects and builders to erect the tallest building. The Woolworth Tower, 792 feet high, has at last been excelled. Where the race will end is not certain. Here are some of the entries:

Chrysler Building, 68 stories, 808 feet high.

Bank of Manhattan, 71 stories, 925 feet high.

Empire State Building, 89 stories, 1,000 feet high.

City-Bank Building (proposed), 72 stories, 925 feet high.

Metropolitan Life Insurance Building (proposed), 100 stories, 1,100 feet high.

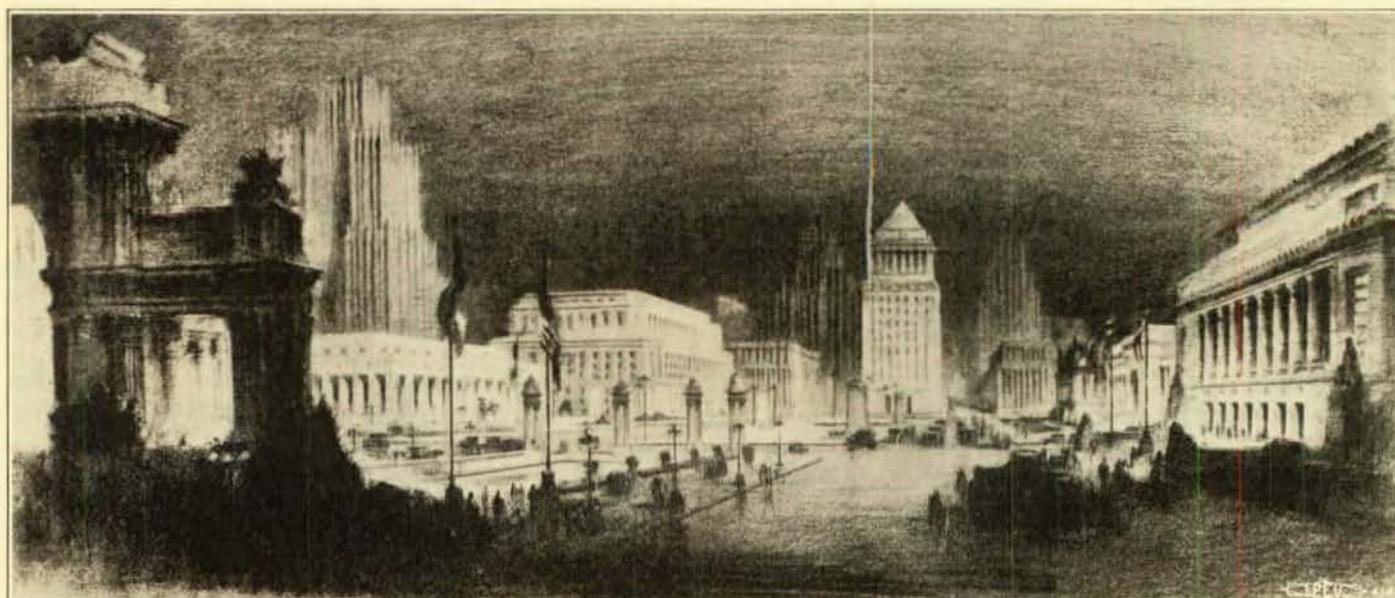
Noyes-Shulte Building (proposed), 150 stories, 1,000 feet high.

A Glance At One Building

The 100-story Metropolitan Life Insurance Building, pictured in the frontispiece, is an example of forward-planning. Only 32 stories are now projected. But the base, a unit in itself, is capable of sustaining the additional 68 stories, as they are needed. This proposed skyscraper is so interesting in its possibilities that we pause a moment in its details.

One of the vice presidents of the company has summed up. The studies made by the company's architects, Dan Everett Waid and Harvey Wiley Corbett, have departed far from tradition and have resulted in the conception of a building so different in its mass and detail as to be startling even to the ultra-modernist. Such a building might be carried to the height of a hundred stories, an obelisk-like structure of glass and steel set on a pedestal of steel and marble.

Despite the fact that such a building may never be completed, that it exists only in the plans and that these plans have not yet



MAGNIFICENT CIVIC CENTRE, ST. LOUIS. LAND INCLUDED, 27 ACRES. IT MARKS THE WESTERN CITY'S IMMEDIATE AIM TOWARD SPACIOUSNESS AND BEAUTY. IT CALLS FOR EIGHT BUILDINGS—CITY HALL, MUNICIPAL COURTS, AUDITORIUM, STATE BUILDING, MEMORIAL, FEDERAL OFFICES, PUBLIC LIBRARY AND CIVIC COURTS.



ENGINEER'S AND ARCHITECT'S MODEL, SHOWING THE PROMISED TRANSFORMATION OF PENNSYLVANIA AVENUE, WASHINGTON, D. C. CHANGING AMERICA CHANGES TOWARD DURABILITY AND BEAUTY.

been approved in any detail, it is interesting to consider what such a building would be like and some of the problems that its architects have attempted to solve.

Even the ultimate height of the building is tentative. Considering present land values, it has been demonstrated that in New York City at least, it is increasingly profitable to build to the height of 70 stories. Beyond that, the law of diminishing returns becomes operative, construction costs rise disproportionately, usable area contracts, vertical transportation service becomes more costly. A depreciation in land values might lower that limit. An appreciation might raise it. Whether this particular building ever rises to 100 stories or even to 70 depends on not only these factors but on the question of whether the company's business will eventually reach a point where such an amount of space as 100 floors offer would be required.

A City In Itself

That would be space enough to accommodate 30,000 employees. The problem of moving this large number of people in and out of the building becomes a complicated one. One solution offered by the architects, is that the first 13 stories of the building be serviced by moving stairs, as this system of transportation substitutes continuous flow for the intermittent method necessarily used for elevators. Service above the thirteenth floor might be by express elevators from the ground level which would become local from the thirteenth to the thirty-second floors. From the thirty-second to the one-hundredth floors it is proposed to have two banks of 10 elevators each service the upper portion of the building, one bank running to the seventy-third floor, the other

to the hundredth. To provide the additional traffic and parking space that would be necessitated by such a structure, the architects suggest that the sidewalks in the narrow side street be removed and a wide arcade be provided within the building line extending entirely around the building, serving as a covered way and enabling employees and visitors to reach any of the entrances under cover.

Logically, in such a building the utilities would have to be concentrated as fully as possible in the center at each floor, leaving a wide periphery of open space where the various departments of the company could be adequately accommodated. As the departments are large, the internal arrangements would necessarily be one of large spaces which provide for the effective operation and supervision of the departments.

In a building of such a type, the question of adequate natural light for these spaces becomes of pressing importance. The general form of the building must follow the lines dictated by the zoning regulations of the city. The maximum surface areas are therefore predetermined. On this surface instead of placing windows as is customary, occupying less than 50 per cent of the whole surface and recessing these windows within masonry reveals, the architects propose that the entire surface between each steel support should be made of metal and glass, these surfaces being projected somewhat like a shallow bay window, glass being carried to the ceiling level to give the maximum of light.

Metal and Glass

Beginning at the grade level, they would have the building rise to the point of the

first setback with a marble exterior but above this point it would be entirely enclosed in metal and glass, the corrugated form of the building carrying the vertical accent of the structure from the top of the masonry base to the uppermost reaches of the building.

By placing the windows flush with the spandrels of the floors, these lines, architecturally speaking, would run unbroken from base to top. The use of metal for enclosing the supporting columns and the spandrels would tend to harmonize the color value with the windows, adding to the interest of the composition as a whole.

For its architectural effect then the building would depend upon this surface treatment and the careful study of the setbacks as required by the zoning restrictions, these setbacks being located at points giving a unified rhythm throughout the entire height. Every portion of the building would be usable, including the topmost story, and no extraneous ornament or embellishment which had not a rational meaning and practical use would be added to the structure.

Not fashioned after some predetermined architectural style but essentially a creation of this age and time—the outgrowth of the new conditions with which builders in America must deal, such a building would be a frank expression of those conditions, a rational use of materials suitable for enclosing a steel frame structure. It would stand as a modern interpretation of the American building problem unhampered by archaeological precedent.

New York City, as a city, has projected or has under way \$1,220,000,000 worth of improvements.

These are listed as follows:

(Continued on page 64)

Stimulus Given Training By Drive For Competency

THE International Brotherhood of Electrical Workers has been interested in apprentice training for a long time. One of the stipulated purposes of founding this organization was to lift the standard of the craft. Even before the Smith-Hughes Act was enacted the electrical workers were active in Paterson, N. J., toward the formation of vocation courses which later became a pattern for other schools organized under the Smith-Hughes law.

The question of apprentice training is not a mere matter of preparation for working in the trade. It is also a matter for keeping our members constantly aware of the rapid changes taking place in the technique of the industry. To indicate our position on this point we call attention to the fact that at our last convention in Miami, in September, this year, the fundamental law of the union was modified in order to enable local unions to compel journeymen members to attend class to improve their skill. This was advocated strongly by our union in New York City and is rapidly being put into effect there. Local Union No. 3 has recently issued a bulletin relative to their position on this question, declaring:

"Intensive technical training is absolutely necessary to become a really competent, full-fledged electrical worker. Our members are called upon to solve the most intricate problems, and to serve in positions of responsibility demanding technical knowledge and skill. In fact, they are in a large measure pursuing a profession. Ours is the only trade listed among the professions by the government. It requires years of close application to master."

"When, in the future, it is claimed by any employer or union member, or anyone else, that one of our journeymen does not really know what he is supposed to know and what he is paid to know, or that the journeyman is not fully acquainted with the work on which he is engaged, then the details will be gathered and such journeyman will be sent for by the union office. He will be required to appear at a set time before specially selected men with proper authority."

The union may be said to be in full sympathy with this point of view.

While we are discussing these general policies, may we add one or two reservations that we have about this question of vocational training:

First, in some cities well equipped private schools have been used to turn out anti-union apprentices in large numbers, in the hope of cluttering up the trade with a surplus of labor, giving an excuse for lowering wages. This is the reason the union prefers to co-operate with public schools.

Second, there has been a disposition to look askance at practical union workers who have turned instructors in these trade courses, because they do not have academic degrees. Discrimination has been exerted against them in the matter of salary.

Third, recently there has been a disposition in some cities to recommend boys little fitted for the trade to trade schools, in order to lessen the pressure on the professions, which are now admittedly over-crowded.

Fourth, it has not been understood in some directions that very little electrical practice can be taught in the class-room. The Vocational Department of the Federal Government, which recently compiled a bulletin, estimates that only 18 per cent of the electrical trade can be taught inside of a school shop.

Electrical Workers are preparing themselves and their organization to play important parts in the industry of tomorrow.

Now, when the foregoing tendencies show themselves, the force of this organization must be placed in opposition to them. Where these pitfalls are avoided and where the school is set up on a smooth functioning basis, we have given the most hearty co-operation. Such centers as Chicago, Cleveland, Pittsburgh, Boston and Paterson are outstanding examples of this functioning.

Reports from certain cities indicate tremendous interest in special training:

MINNEAPOLIS

A. E. Schoettler has recently been employed by the Minneapolis School Board to make a survey of trades in Minneapolis. His bulletin "Electrical Workers in Minneapolis" has been published. This carries some interesting information, and may become a basis for the setting up of classes for electrical workers in Minneapolis. We quote from this bulletin:

"Employers want electricians whom they can send into homes and trust to give satisfaction and to be pleasant and acceptable in every way to the persons they meet. They also specify that they want men who can get along with fellow workers."

"Almost one-half of the employers interviewed did not care how far these men had gone in school. Slightly less than one-third of the employers stated that completion of the eighth grade was the minimum essential, and almost as many said that a high school education was necessary."

"Probably little general education or even special study of electrical principles is necessary for those in many of the more or less routine jobs that are done in manufacturing plants. However, for those people who expect to be journeymen electricians or to work into contracting or selling, a great deal of technical knowledge is advisable, because electricity requires more scientific knowledge than any other skilled trade. It is therefore advisable for boys who plan to advance in this trade to take a full high school course. This course should include mathematics because the electrical trades take a worker into the subjects of algebra, geometry, trigonometry; science because of the trade requires a knowledge of the principles of electricity as learned in physics and chemistry; mechanical drawing because the trade takes him into the field of wiring layouts, and blueprint reading; and shop courses, especially electrical shop, because here he gets practical training and hand skills."

"The work of an electrician is challenging to the intelligent worker because of the new developments and the mystery of the juice itself. It pays very good wages for helpers and journeymen but there are some 'lay offs.' It is hard to 'break into' because methods of learning on the job are disorganized and the supply of workers is ample especially in the building trades. There is a growing tendency in the electrical manufacturing plants to use a great many semi-skilled workers who need to know very little about electricity instead of so many real electricians."

"Boys who expect to take up this trade and progress in it should finish high school, then take trade courses, serve their apprenticeship, and continue a persistent study of the technical phases and developments of electricity. However, there is also work for many men with less education who will do the more routine and less highly paid tasks required in the many places where electricity is used."

SPECIAL CORRESPONDENT.

BOSTON

A question which is constantly asked of our members, by thinking people outside of the organization is: "Just what service do you render the public?"

This being a very broad question, the member naturally answers in a very broad way, but as a rule, the answer is, "We strive, at all times, for the highest standards of electrical skill, at a minimum of time, for a wage that will guarantee our members, a standard in society that will make them an asset to the community." Accomplishing this, we are satisfied, the union is a service to the public.

To fulfill the requirements stated, the local has no small job. A great many ends are in the fire that require attention at just the proper time and one of the most important of these is the apprentice question.

The apprentice is the child of the union and the training of him might well be compared with the bringing up of a child in the home. He is soon to be the man with the tools, and it must not stop there, he is the fellow who must carry on in the near future. On him depends whether standards are retained on an upward trend or the reverse. Keeping these things in mind let us look around. What do we see? There is one very bold thing staring every local square in the face and Local No. 103 is no exception and that is, production; we hear it from all sides, it may be in the form of straw-bosses or pushers, labor-saving devices or just a fellow workman trying to make a showing; call it whatever you wish, it simmers down to—more outlets.

Now let us stop a moment and reflect. You can well remember a few short years ago, when the journeyman you were helping tore a side from a lamp carton, sat down on a coil of circular-loom and drew a few diagrams explaining the connections of a three-way or some such circuit. Perhaps he explained just how the telephone receiver reproduced the sound vibrations from the transmitter diaphragm or it may have been the rule of current direction in a conductor; it does not matter just what it was but if you were a regular fellow and took your cussing calmly and worked hard, etc., you received a whole lot of his, or rather the boss's time, but you were "getting the stuff" just the same.

How does it compare with today?

It just don't compare that's all, and the reason is production.

Local No. 103 gave this condition a lot of serious thought and kept in mind two things. One was the work man on the job could not give up his time to teach the apprentice and the other was the apprentice must have electrical knowledge or the trade standards would surely drop.

An apprenticeship commission was instituted under the agreement between Local No. 103 and the Boston Electrical Contractors' Association. This commission was

made up of equal numbers from both parties. Apprentice applications were received by the commission. The requirements were a high school or equivalent schooling, an adaptability to the trade, and agreement to attend a recognized electrical school during his apprenticeship. Boys having a training from an electrical high school of the industrial plan, where a boy every other week is in the school-electrical shop and alternate weeks pursue related trade and academic subjects receive a good ground work for the trade and naturally were given a preference over a boy who has followed a commercial course.

The local has a number of cases of this kind among their apprentices. Of course the real "job-experience" is gained while serving their apprenticeship on the job.

At different times throughout each year the apprentice appears before the commission and is obliged to show a signed card from the instructor of the electrical school he is attending. Failing to do this the apprentice forfeits his card and is dropped by the commission.

While serving his time the apprentice pays a small monthly payment; this goes toward his initiation. After serving his time and having passed the requirements of the state and receiving a state electrician's license and a favorable vote from the members of the local he becomes a bona-fide journeyman member of Local No. 103.

This is what Local No. 103 is doing to help craft service and keeping pace with that inoculation—"Production."

In our opinion it is along the proper line and is doing two services. One to the public, who pays the bills. The other to the apprentice who becomes a better electrical worker.

Let me add, the short summary of our craft service is, of course, very general; details have been neglected to conserve space. I am not sure as to the length of time the apprenticeship commission has been in operation, but believe it has functioned about six years.

HARRIE S. GOODWIN,
Press Secretary,
Local Union No. 103.

NEWARK, N. J.

Eight years ago, dissatisfaction was expressed by the members of this local with the method of training its apprentices and a committee on vocational training was appointed within the local.

After a study of the results of training that the average apprentice received on the job, it was felt that the conditions under which the journeyman was working were not conducive to proper teaching of necessary information. At best, it was a hit or miss method.

The committee on vocational training applied to the State Department of Public Instruction, the Essex County Vocational Board and the Newark Board of Education for co-operation in "putting across" this educational movement. This co-operation was eagerly given, classrooms and equipment secured, instructors trained and appointed by the school authorities and instruction for the first and second year apprentices was offered for the first time on October 24, 1921, under the direction of active members of this local, graduates of teacher training classes conducted by the State Department.

On November 3, of the same year, the third and fourth year groups were organized and put under the supervision of vocational school instructors, all members of this local union.

Under the arrangements, it was only nec-

essary to be in attendance two nights a week during the school season, an average of 46 nights a year, two hours a night. It was optional with the student to expend two other nights a week in either elementary drawing, blue print reading or electrical mathematics which choice ran parallel as nearly as possible with the shop instruction and "tied up" the various elemental laws of electricity fundamental to the trade.

A rule set down by the committee was that no apprentice be absent more than two nights a month and it was necessary to prove that those two nights absence were a direct result of personal illness or overtime work. Whenever the apprentice exceeded two nights absence, he was called before the committee to explain the cause



of his absence. If necessary, he received a reprimand with the threat that his card was in danger of being "taken up." However, very little trouble was experienced and the average attendance for the four groups was 96.4 per cent.

The course of instruction given, formulated by the committee, offered great possibilities as to adaption, application and expansion. In other words, they were mere guide posts suited to meet any condition and were subject to re-organization as often as it was deemed necessary.

The interest evidenced was an index as to the success of this work undertaken, and while at first it was considered in some cases that an injustice was made to the apprentice by compelling him to attend these evening classes, there were many others who came to a diametrically opposite attitude as they realized the many benefits they were deriving.

The school authorities were enthusiastic in this movement as they felt that the most significant phase of the movement lay in the attitude of labor in relation to vocational training. They also felt that this new conception fortunately was not limited to the locality, but would spread throughout the entire country, expressing itself in the form of formal vocational training at the request of organized labor. It was also felt that if this particular plan was successful, it would expand and ramify into other fields of industry and would tend to bring the vocational schools into close contact with industry which was lacking up to this time.

There is no doubt that the first year was a torture to both the students and the instructors as many difficulties had to be "ironed out" and of course the greatest problem was the attitude of the student towards his instructor, especially when the former felt that he was being imposed upon by being compelled to attend these evening classes. This feeling died out and while some looked upon these classes as a necessary evil, the majority responded to the efforts of the instructors and made the task of teaching more interesting.

Two years ago, this local union saw fit to remove the compulsory attendance ruling from its by-laws, feeling that the apprentices would be sufficiently interested in their own welfare by coming to school of their own volition, the local going on record as still believing in vocational training. Unfortunately, this did not prove to be the case in actual practice because the apprentice who needed this instruction the most

very seldom enrolled, and the type who was ambitious showed up with greater regularity than ever before. Naturally, the attendance at evening school took quite a slump, but repaid itself in so far as the attitude of the student towards his instructor was concerned. The students now come to the evening classes of their own volition and if they do not receive the type of instruction necessary for their needs soon drop out, and as it is not to the credit of any instructor to have his classes dropping off in attendance, it keeps him from "falling down" on his job.

The writer feels that from past experiences that vocational training for the apprentices has done a lot towards improving the standard of intelligence, a better understanding of their problems, a thorough understanding of union principles and certainly goes a long way towards preparing them for their examinations.

The writer believes that this type of a student should be given some sort of credits or other recognition for their voluntary attendance, for their proper spirit towards not only improving themselves, but also to the organization to which they belong. This local in the past, in conjunction with the contractors association have donated prizes of tools and money to the students having the highest school marks. This practice, if continued, would be some incentive and in a small measure, reward them.

In conclusion may I quote the remarks of Brother Ford, chairman of the Executive Council of this Brotherhood.

He states: "The efforts being put forth by Local Union No. 52 as well as other local unions to more thoroughly train the apprentices will prove to be one of the most profitable investments a local union could possibly make."

ROBERT F. PETRASEK,
Active Member, Local Union No. 52,
Instructor, Electrical Apprentice Classes,
Evening Vocational School, Newark, N. J.

SACRAMENTO

December 16, 1929.

Sacramento is fortunate in having an up-to-date and completely-equipped vocational training school, as a part of the public school system, including a class in electricity under the supervision of competent instructors. Here the ability of the youth begins to manifest itself; if not, he realizes so and seeks training in other vocations more benefiting to himself before he enters the field of wage earners and is a failure, as well as a burden to his brother craftsmen.

The employer also is beginning to realize and appreciate the value of this early training, knowing that the boy, whose merits have allowed him to complete his school training, has established within himself a determination to continue and perfect himself further in the vocation he now knows is to be his means of livelihood.

Having established himself, he is given preference over those who are less ambitious and merely job-seekers standing in the way of others, and on whom the employers' training is wasted.

Once employed, the practical training commences under the apprentice system of L. U. 340. Here, he is under the constant surveillance of the examining board and every member of the local union. After six months in the shop and six months as a probationary apprentice, he is eligible to apprenticeship in the local union, provided he has shown satisfactory ability. Three years as an apprentice and the passing of an examination

(Continued on page 57)

A Statement From the President



EACH of my eminent predecessors had his ideals, his dreams. Each in his turn had to meet new conditions, new situations. Each had his own views and desires, his beliefs, his own way of doing things. Naturally I have mine.

Some of these I wish briefly to enumerate here:

1. I desire no fair weather admirers or supporters, no false impressions as to what I am, what I believe in or stand for. I detest sham and pretense, hypocrisy and evasiveness. Frankness, plainness, saves one much annoyance and trouble.

2. I care nothing about titles and honors. These, I realize, are meant for the position, for the office, not for the individual. I do not want to be "popular." Popularity has too many dangers and pitfalls. People should be told frankly what they need to know, not what they like to hear.

3. I believe the day of emotionalism and bombast is done. We have had too much whining and crying and cheap oratory. There must be clearer, deeper understanding, less talk and more results, shorter meetings, and harder work. Speeches or "a few words" should be tolerated only when a definite, worth-while object is to be attained. "Chewing matches" have ruined many of our unions.

4. I believe in democracy only when it works. Confused ideas of democracy and free speech have wrecked more unions than any other thing. If democracy interferes with good business methods, then it is not likely good democracy. Phrases, words, slogans—all mean little today. Only results count.

5. I hate bossism, cockiness or arrogance. But there must be strict discipline all along the line. No army ever got anywhere without order and discipline. Discipline and team-work never fail to get results.

6. The sentimentalists, the cheer leader and lazy good fellow, the theorist and sputtering orator—all have about had their day. They taught us our lessons. Today we need plain speaking executives. We are already blessed with a number of these. We need to encourage and develop more men to manage our affairs—men of character, brains and courage—men who will not hem and haw over trifles or technicalities, men who will proceed to do the practical, common sense thing.

7. Sloppiness, filth, laziness and drunkenness have no place in this organization. I believe that the men representing this International and our local unions should conduct themselves as well as those representing any business corporation.

So far as those representing the International are concerned, two things will not be tolerated—drunkenness and laziness. I believe we have some good men, doing excellent work. Certain ones should be pensioned. Others should be given a chance to do better. Others have had all the chances they deserve.

8. Labor politics sickens me. It has been a curse to many unions. True, one must use common sense and caution when dealing with groups or crowds. He must be tactful and sensible. But long ago I learned that *one can* do the right thing in union work. The only politics that should interest us, as Charles P. Ford puts it, is the politics of service. It's the best and most lasting.

9. Today I look upon the labor union as a business. It must be set up as a business, managed and run as a business. It's not the sociable organization it used to be. People cannot be rallied to "causes" as formerly. Revivals no longer "take."

I have no illusions about it. Nine out of ten people invest in the union today for what they hope to get out of it. The same attention should be given to this investment as is given to stocks and bonds. The benefits must be made so attractive, the investment so profitable, that no one can afford to get out of our union once he is in.

This is not as mercenary as it sounds. We are dealing with people, not with sticks and stones. The great traditional aims of labor unionism are still before us, but these must be accomplished, can be accomplished, in this generation, only by efficient business methods.

10. Too often unions have been mere fighting organizations. But an army never built a town, nor produced a harvest. Nine-tenths of a union's activity should go into constructive, peace-time efforts—into building.

11. No business ever got much of anywhere without a responsible head—neither can a labor union, local or International. We now face some of the same problems that business corporations have. We must meet them the same way. No successful corporation conducts its business by mass meetings. None ever think of it. Neither can a labor union that wants to be really successful. Delegated powers are more efficient than town meetings.

12. I believe in reasonably high dues, high taxation, local and International. It produces more than speeches, complaining, wishing and hoping. No successful business can be run on a shoe string. It's like poor people hiring poor lawyers—and getting poor results.

13. Every member should be an excellent mechanic. Excuses must not be tolerated. We must strive more diligently to see that everyone learns what he needs to know, what he is paid to know. Our card must stand for exactly what it is supposed to stand for—the best possible guarantee of good, clean workmanship. This is the soundest structure on which to build.

Much is now being done to school and train our members. Thousands are now required to attend night school. This work must be hastened. I believe in compulsory schooling of certain journeymen as well as apprentices and helpers, as is now the case in New York. (Please see address delivered to the Miami convention, page 73 of the proceedings.)

14. Our industry must come first. It's as much ours



H. H. BROACH
International President
International Brotherhood of Electrical Workers.

as the employers'. Its ups and downs, its good and bad practices, affect us more than anyone else. We must develop complete and accurate facts about every phase of it. There must be better business, more business, and business on a more profitable basis.

15. I believe in honest, thorough and complete co-operation—not mere gestures—with our employers in every proper and legal way in ridding all branches of our industry of ignorant, uneconomic and destructive practices.

16. I know from long experience that our members are just as much responsible, if not more so, than their employers for the unsatisfactory and non-union conditions existing in certain places today. Some of our people have been so unreliable, they have committed so many childish blunders, have been so arrogant and narrow, that I have not blamed some employers for declining to do business with them.

17. My associates and I abhor wrangling, sputtering over trifles, and sparring and maneuvering for petty advantage in dealings with employers. There must be no hair-splitting or quibbling. We must insist upon substituting honest co-operation and understanding for bargaining, trimming and quarreling.

18. We must urge and encourage our employers at every chance to put their part of the business on a higher plane, to

clean their house of burdensome, ungentlemanly and unbusinesslike practices and to have as their representatives competent, open-minded, modern business men.

19. I believe agreements must be held sacred, faith must be kept at all costs. Men once giving their word must keep it. Excuses cannot be accepted.

CONCLUSION

I want to work with others but do not propose to waste any time trying to tell the labor movement how to "save" itself. My first job is to try to attend to the needs of this organization.

I shall not be upset by hostility, criticism, or unkindness. I am pretty well hardened to all this. I have no illusions about men or life. I shall simply try to do the best I can, the best I know how, consistent with trying to preserve my strength and health.

And, if the Brotherhood does not favor the views and position outlined here, then I am certainly anxious that another president be chosen as soon as possible.

H. H. Broach

AN UNPLEASANT ROAD



I NEED not repeat here my feelings about "Jim" Noonan, my admiration and personal regard for him, nor what his passing meant to his associates and to this organization.

Not many understood just why I did not want to succeed him, why I offered every reason and excuse I could to avoid it.

I have been in a position to know the heavy load Noonan and Bugnizet have had to carry, how they have labored, grieved and struggled. I know something about the pains, the grief and heartaches, the unpleasantness and loneliness that go with responsible leadership in an organization such as ours has grown to be. I know the price, the penalty that must be paid. I simply felt I had enough of it.

I know something about the wear and tear of this work, how quickly it takes effect, how fresh young men are made old and weary almost overnight. The atmosphere of controversy—the smoke and poison filled conference rooms—little sound sleep—irregular and hastily eaten restaurant food, greasy and poorly prepared, often consumed while tired and nervous—traveling on trains when ill and worn—piles of mail filled with documents, requests, pleas, complaints and troubles of all sorts—all take their heavy toll, almost before one knows it.

No line of work produces more shattered nerves and

broken health. Former President McNulty died a young man. Ford, at 47, was a nervous wreck when he could no longer carry on as International Secretary. Bugnizet was fresh and enjoying the best of health five years ago when he assumed Ford's duties. Today his condition worries us continually. The doctors have had him for over a year.

Noonan, too, was hit hard. Unknown to the many, he was in pain half the time during recent years. The doctors almost kept him broke. On his visits with me in New York I always sent those attending me to treat him. He often said "Our troubles are occupational." A long list of other cases of shattered nerves, broken health, quickly destroyed youth—even suicides and wrecked homes—could be cited. The crowds see us only from the platform and the printed page.

No man with sense and understanding, who loves his family and desires to live a sane, normal life, who knows the value of health and peace of mind, could want to follow such a road. Titles, honors and applause provide a poor substitute. They are all too meaningless, empty and shallow. It must be a deeper motive that keeps us going.

H. H. Broach

Jurisdictional Disputes Put Under Clinic Rays

ABOUT 125 representatives of labor and capital will go into session at Tampa, Fla., January 20, to set up new machinery for taking care of jurisdictional disputes in the building industry. The invitation to hold this important conference was sent out by the Building Trades Department of the American Federation of Labor to the National Association of Building Trades Employers in November. The forthcoming meeting is heralded as one marking the further introduction of the conference method in the industry and the possible solution of the jurisdictional dispute problems, recognized as serious and hampering to both labor and employers.

The Builders' Record, of Boston, has this to say of the forthcoming meeting:

"The National Association of Building Trades Employers conducted a most successful conference in the Willian Penn Hotel in Pittsburgh, Pa., on November 18. The principal purpose of the conference was to discuss the jurisdictional dispute question and the invitation of the Building Trades Department of the American Federation of Labor to send representatives to the first meeting of the incoming Executive Council of the department, which will be held at Tampa, Fla., on January 20, 1930, to see if some plan cannot be devised to handle same. Approximately 125 delegates were present, representing the principal cities of the United States. Boston was represented by President James J. Scully and Secretary John F. Walsh, of the Building Trades Employers Association of the city of Boston, and President Kenneth D. McCutcheon, of the General Contractors Association of Boston and vicinity.

"President Scully was the originator of the conference and the principal subject under discussion. He conferred with representatives of the Building Trades Department and communicated with the department previous to the annual convention of the organization, which was held in Toronto the latter part of September of this year. He conferred with leaders of the industry at the suggestion of the Building Trades Department, for the purpose of stimulating interest in the project.

"The national conference complimented the Building Trades Department on its action relative to arranging a joint discussion at Tampa of this important problem and endorsed their efforts in this respect. It was termed as 'a great forward step on the part of the Building Trades Department.'

"The action of the National Association and its guests clears the way now for something constructive along the jurisdictional lines. The Building Trades Department appears to be tired of this jurisdictional problem in the industry. It appears that the contractors and employees will adjust the difficulties themselves, and thus eliminate the architect and engineer from the scene entirely."

The employers' resolution:

"Whereas the construction industry and the public have suffered great inconvenience and financial loss because of disputes as to which of two or more trades shall perform certain work in building construction, and

"Whereas no tribunal exists for the adjudication of such jurisdictional disputes, and

"Whereas the Building Trades Department of the American Federation of Labor, recognizing the seriousness of this situation affecting, as it does, the public, the manufacturer, the builder and laborer, has extended to the National Association of

An important conference of representatives of building crafts and employers is held at Tampa, Fla., the 20th of this month. The aim is to work out a new plan of minimizing jurisdictional disputes.

Building Trades Employers an invitation to meet with their Executive Committee during the week of January 20, 1930, at Tampa, Fla., to discuss, and, if possible, determine a solution of this very important question, and

"Whereas we consider this a great forward step on the part of the Building Trades Department of the American Federation of Labor; therefore, be it

Resolved, That the National Association of Building Trades Employers and their invited guests, employers of union labor from throughout the United States, in convention assembled in the city of Pittsburgh, this 18th day of November, 1929, endorse this effort on the part of the Building Trades Department of the American Federation of Labor to find a solution to this tremendously important problem and herewith accept their invitation to meet with them for a frank and open discussion, with them for a frank and open discussion, and be it further

Resolved, That a committee be appointed which shall have the full authority of this association to represent it at Tampa, Fla., on the week of January 20, 1930, and if possible to arrive at an agreement with the Building Trades Department of the American Federation of Labor that will finally dispose of this issue."

Americans Ill From Lack of Food

One reason why arthritis, heart disease, high blood pressure, chronic stomach trouble and other "business man's" or "society woman's" diseases are now so common in America is not fast living but bad food. So concludes Dr. Lovel Langstroth of San Francisco, in a report just published by the American Medical Association comparing the diets and diseases of 501 selected patients. Dr. Langstroth divides foods into two classes, protective and non-protective, distinguished by whether or not they contain plenty of the vitamines, mineral salts and other substances believed to protect the body and keep it in working order. Chief among these protective foods, he reports, are eggs, milk, fruits, vegetables and lettuce, but these made up only 12.1 per cent of the average diet of his 501 patients. Bread and butter, classed as non-protective foods, made up 16.1 per cent and 17.7 per cent respectively. Meat, also non-protective, accounted for 10.9 per cent. The remaining 43.2 per cent of non-protective foods in the average diet includes sugar, cream, mayonnaise, potatoes, sweet desserts and other foods which are low in vitamines and mineral salts. Comparing the individual diets with the occurrence of what he calls degenerative diseases, including diabetes and the kind of sick headache called migraine, as well as disorders of

heart, arteries, digestive system and joints, Dr. Langstroth finds that patients who habitually ate very low percentages of protective foods developed an average of nearly fifty per cent more cases of these diseases than patients who ate plentifully of protective foods. Twelve per cent of the vitamine-rich foods in the average diet is believed to be too low to keep everybody in good health. More eggs, lettuce, milk, fresh fruits and fresh vegetables are indicated for American tables; less bread, butter, meat, potatoes and sweets.

Chance of Success Weakened By Bad Light

That much brighter indoor lighting, both in the day time and at night, must be provided for American homes, offices and factories if everybody is to be expected to do the reading, writing, sewing, precise factory work and other close eye work which modern civilization seems to be demanding, is the conclusion of an informal committee of New York City engineers and scientific men, the report of which was presented at a recent meeting of the New York Section of the American Institute of Electrical Engineers held recently at the Westinghouse Lighting Institute in that city. One opinion of the committee is that the eyes of different people differ greatly in ability to see precisely in light that is not very bright. Some individuals may be able to study law books successfully by the light of an open fire or of a single candle, as is reported of Abraham Lincoln, but that is due to exceptionally good eyes as much as to exceptional brains. The majority of Americans cannot see well enough for this. Attempts to do so will make trouble, just as the New York committee's results imply that too-dim lighting in work shops or offices is now causing much spoiled work in factories, many mistakes in office work, irritability at home, serious eye strain, and consequent relative failure in life.

Says Hobbies Save Nerves

The postage stamp collector or the man who builds furniture in a home workshop is less likely than the average individual to have a nervous breakdown, or to go insane. So declared Dr. C. O. Sappington of the National Safety Council in a recent address at Wheeling, W. Va. Not that these specific activities of filling up stamp albums or gluing boards together into tables are especially valuable. What Dr. Sappington advises is hobbies; any kind of a hobby which will interest its possessor supremely and will serve as something absorbing to keep him from losing mental balance when life or business seems to be going wrong. Modern society makes it all but impossible, every experienced person knows, for the average individual to do exactly as he likes. He must fit his desires into the requirements of his job, of his family and social relations, of the community in which he lives. Often these forced adjustments are irksome. One result is that many people are upset mentally and suffer nervous breakdowns or worse. A hobby provides, Dr. Sappington said, an absorbing interest which its possessor can control more or less to suit himself. This is a welcome and healthful contrast to the continual forced readjustments, necessary but often upsetting, which virtually everyone must make.

Bell Telephone Company Enters Amusement Field

WHEN you lift the receiver of your telephone today, you are not connected with a local company financed by local capital; you are connected with a national organization doing an international business, linked in what promises to be a communication trust of world-wide dimensions. If you are alert you will realize that your local telephone company is possibly connected with your local theatre, not merely as merchant and customer, but as a party in financial control.

This development in the devious career of the American Telephone and Telegraph Company, parent company in the telephone monopoly, has recently come to light in New York, with the announcement that

"The American Telephone and Telegraph Company owns a note of \$15,000,000 on the Fox Film Corporation.

"The American Telephone and Telegraph Company has a representative on the board of trustees of the Fox Film Corporation."

It is believed that Fox Film Corporation is indebted to the telephone monopoly in an amount greatly in excess of the stated \$15,000,000. Profound secrecy shrouds the movements of both the Fox Film Corporation and the new board of trustees, which virtually has taken over the amusement corporation. The Bell Company's representative on the new board of trustees is John E. Otterson, president of the Electrical Research Products, Inc. The Electrical Research Products, Inc., is owned outright by the American Telephone and Telegraph Company and is the arm of the telephone trust which manufacturers and markets telephone equipment.

Vitaphone On Royalty Basis

The Fox Film Corporation has been active in installing vitaphone equipment of the Western Electric type. Suspicions that all was not well with the great theatre chain were aroused last summer, when Fox personally made an appeal for stock subscriptions. He sought to secure new capital in the customer-ownership basis, but evidently persons came to the theatre to be amused, not to talk business, and the appeal failed. According to the New York Times, Fox is back in his payments to the telephone trust.

"It was estimated yesterday that expenditures of Fox Film Corporation and Fox Theatres Corporation with Electrical Research Products for talking-picture equipment, both in theatres and studios, exceeded \$25,000,000 during the past two years. In addition to this Electrical Research Products collects a royalty on each foot of film recorded by its equipment and maintains a servicing weekly charge on equipment in theatres. Royalty and servicing charges were estimated to have amounted to an additional \$5,000,000 during the same period. The note which American Telephone and Telegraph holds of the Fox Film Corporation is believed to represent largely deferment of payments rather than an advance of cash."

The Fox Film Corporation is no babe-in-

How capital overflows the limits of one gigantic corporation into other gigantic corporations, and even into new national territories is strikingly revealed by recent developments in the career of the American Telephone and Telegraph Company.

arms. It is a lusty full-grown corporation, doing a business of \$25,000,000 a year. Of course, this film corporation is but a pygmy

many foreign countries—a policy not at all new to Bell. Fox has offices in Mexico, England, Australia, Argentine, Cuba, Italy, Spain, Holland, Austria, Germany, Hungary, Czechoslovakia, Japan, Poland, Baltic states, Egypt, Chile, Philippines, Jugo-Slavia, Porto Rico, Greece and Denmark. Fox has just purchased the Gaumont British Corporation, a concern that controls 300 leading screen theatres.

Fear Bell Control

British public opinion is less placid under the formation of the world-wide "talking trust" than is America. The New York Times quotes a London newspaper thus:

"America will now have a stranglehold on the British industry. A quota act requiring that 7½ per cent of the films shown shall be British is the only safeguard against the exclusion of British films altogether.

"Nor will American influence end with the control of films to be shown," the paper goes on. "John E. Otterson, president of the Electrical Research Products, Inc., and named by Mr. Fox on the board of trustees which will manage his interests, is associated with the Western Electric Company, whose talkie apparatus is being installed in British theatres to the exclusion of other apparatus.

"The British International Film Corporation will become a major production company owned by the British. Although they control a circuit of only 120 cinemas against Mr. Fox's 300, they will be the one effective rival to the American challenge.

"The deal is a deadly blow at our struggling industry. With the enemy within its gates it will have to fight hard for its life."

The vitaphone invention was developed in Western Electric laboratories. Western Electric is an arm of the telephone monopoly, and is owned outright by it. Though telephones are counted public utilities, the Western Electric Company has never come under the slight regulation to which Bell is subjected. The Bell monopoly has successfully escaped public regulation, and has driven up telephone rates as subscribers increased. It has also built up vast money reserves under this policy, and stands today as the most powerful corporation in the world.

It is also unenlightened in its public policies, not only in regard to rates, but in regard to labor relations. It opposes organiza-

tions among its employees, and pays low wages. Recently the New York Department of Labor ascertained that telephone girls were started at \$15 a week in New York City. Vast power resides in this corporation, and with its entrance into the amusement field, still greater power to mould public opinion in its favor, has been attained. Its entrance into the theatre is dangerous to every value in American life.

Read your JOURNAL faithfully. It will entertain you. It will aid you in solving problems. It will lighten the day's work.



WALTER F. GIFFORD

Bachrach

President of the American Telephone and Telegraph Co. He heads the largest corporation in the world, but his management is under fire because of high rates and low wages.

in size compared with the colossal telephone trust now rated at \$4,000,000,000. Still it is not surprising that the film corporation could be allowed to drift into the arms of the ubiquitous and hospitable telephone monopoly. The financiers in control of Bell are shrewd and ruthless. They have followed a sharp policy of self-interest ever since the inception of the telephone business. Their system of depositing ownership of equipment in themselves, and charging heavy royalties, has never been surpassed as a device to milk the maximum income from unsuspecting customers. With the strangle hold on Fox, the Bell monopoly will extend its holdings, into

A Woman Views Girl Displacement By Dials

By JULIA O'CONNOR PARKER, President Telephone Operator's Department

I THINK the members of the Brotherhood will be interested in a recitation of the facts in a very recent and specific job-slaughtering episode involving an industry which lies within the jurisdiction of the I. B. E. W. On December 1, 75 telephone operators in Butte, Mont., took off their telephone sets for the last time and went out into the market-place in search of new jobs. The Butte central office on that date was cut over from manual to machine switching operation. The operating force reduction was from 108 operators to 35. All the operators, retained and displaced, are members of Local 9-A, Telephone Operators' Department, I. B. E. W.

I have before me as I write the story of the cut-over as reported in the *Montana Standard*, a Butte daily paper. It's the usual Bell blurb, "marvelous efficiency and engineering finesse," not a call interrupted, not an error registered as the blocking tools were removed and 14,000 lines were cut over from the manual to dial equipment. The mayor made the first call—the city of Butte is gratified, of course—this is progress, this is achievement, this is the triumph of the machine over the frail and fallible human equation. No more wrong numbers, opines the optimistic reporter, who obviously can't take his propaganda or let it alone, no more business deals menaced by a blundering operator's cut-off, no more no-one-on-the-line-now, no more false busies, no more D A's when they are right there waiting for the call, only the stock efficiency and perfection of nickel and steel.

The company is in the picture, too, becomingly modest under the encomiums of praise of its skill and progressiveness—it only did its duty, better and better service to its public its only concern and reason for existence. Everybody was happy at that midnight preview, except possibly the 75 girls whose jobs had been sacrificed to the little Moloch of dials and numerals twisting so satisfactorily under the mayor's forefinger.

But why introduce this inharmonious note? The *Butte Standard* didn't. Seventy-five girls out of a job in the barren economic reaches of the little mountain metropolis isn't news to the Standard. Seventy-five young women who in the moving human drama of earning a living have ministered day and night and Sunday and holiday to every telephone need of their community, whose voices have fallen softly on Butte ears, whose small, white hands have flown over the intricacies of the Butte switchboard plugging into the warp and woof of Butte's life, whose quick intelligence and warm spirit of devotion have saved lives, have stayed marauders, have brought doctors to sick babies—they join the ranks of the unemployed and nobody cares enough to even mention the incident in passing.

Where will 75 girls who have given their best working years to the telephone industry find jobs in Butte? They can't work in the copper mines, and even if their shoulders were broad enough and their hands strong enough—the mines are closed down anyway. Work in the stores? or in the restaurants? Seventy-five fewer pay envelopes are going to tell an economic tale in a city like Butte. Seventy-five girls out of work will buy no silk stockings and eat few and frugal restaurant meals. Unemployment, as we drearily know, grows on what it feeds upon. The job of a department-

store clerk or two, a waitress or so, are yet to be offered up in Butte because the telephone service went automatic.

Well, anyway, look at the mechanical progress we're making. Our city's on the map. We've got the dial telephone. You can't get a wrong number. (Can't you, though, but that's another story.) One more rung mounted on the rotarians' ladder



JULIA O'CONNOR PARKER

to the heaven of business success and efficiency.

Butte is only one instance, you understand. It's happening all over the land, in your city and mine. The properties are the same. The midnight scene, the first dialed call from some august forefinger, the same enthusiasm about the uncanny perfection of the transfer, the same reportorial satisfac-

Older than the machine age, unnoticed because it makes no noise, yet a machine par excellence. In *Bozart* (Atlanta):

Machines

By HARRY R. TRUSLER

So hard we strive to glorify machines
That glut our days with too much
noise and light
And for our strength have too great
appetite.

What do they offer us, these garish
queens?

One living word, one syllable, that means
More life for those who hunger in the
night?

What blood can steel automatons
excite?

They are not life, but sorry go-betweens.

There is an old machine that time goes
by,

(All others break and rust and need
repair),

That hummed the songs of Homer
and the sea

And all things else too beautiful to die.

Planes may subdue the skies, but
everywhere

The heart has conquered death and
destiny.

tion with the value of the new device, the same proportionate number of girls turned out, counting as sheer economic waste their years in the telephone service. No rival telephone company around the corner to whom they can sell their labor power to operate a telephone switchboard, for among the most important of its minor monopolies, the telephone company enjoys a job monopoly. If you're a telephone operator and want to work at your trade, you work for the one and only telephone company. Don't forget either that the telephone operator now dialed out of her job worked for wages expressively and definitely based on "continuous, permanent employment." It was fair to pay her below the prevailing wage level because she was practically guaranteed immunity from unemployment, seasonal, cyclical, and what not. To say nothing of all those disability payments she was to get if she got sick, and that pension she was to get when she got old. All quite properly withheld from her pay envelope in the time of her health and youth to be paid out to her by her benevolent benefactor, her kind and thoughtful Mother Bell, in the hour of her sickness and old age. And besides, she probably has some of those nice slogans laying around some place that she can frame. Personally I prefer, "The operator is the heart of the service," but some of the girls like "The voice with a smile wins."

There is no more valuable subordinate than the man to whom you can give a piece of work and then forget it, in the confident expectation that the next time it is brought to your attention it will come in the form of a report that the thing has been done. When this self-reliant quality is joined to executive power, loyalty and common sense, the result is a man whom you can trust.

On the other hand, there is no greater nuisance to a man heavily burdened with the direction of affairs than the weak-backed assistant who is continually trying to get his chief to do his work for him on the feeble plea that he thought the chief would like to decide this or that for himself. The man to whom an executive is most grateful, the man whom he will work hardest and value most, is the man who accepts responsibility willingly.—Gifford Pinchot.

We thank Thee for this place in which we dwell; for the love that unites us; for the peace accorded us this day; for the hope with which we expect the morrow; for the health, the work, the food, and the bright skies that make our lives delightful; for our friends in all parts of the earth, and our friendly helpers in this foreign isle. Give us courage and gaiety and the quiet mind. Spare to us our friends, soften to us our enemies. Bless us, if it may be, in all our innocent endeavors. If it may not, give us the strength to encounter that which is to come, that we be brave in peril, constant in tribulation, temperate in wrath, and in all changes of fortune, and down to the gates of death, loyal and loving one to another.—Robert Louis Stevenson.

I feel most deeply that this whole question of creation is too profound for human intellect. A dog might as well speculate on the mind of Newton! Let each man hope and believe what he can.—Charles Darwin.

We Cross Swords—A Reply to “Law and Labor”

ONCE again we are taken to task by “Law and Labor,” organ of the anti-union forces of the country (Law and Labor, December, 1929). Let us hasten to say that we should have been surprised if this urbane organ of polite falsification had failed to take notice of “One Law for Peter and Another Law for Paul,” carried in the ELECTRICAL WORKERS’ JOURNAL for November, 1929. Let us add that the reply to our contention was quite in its usual manner of side-stepping real issues, except that this time its haughty legal snobbery was more in evidence. Our article was stamped as “absurd.” We should have submitted it to counsel before publication.

“One Law for Peter and Another Law for Paul” was based upon these contentions: (1) The capital essential of justice is that under like conditions all should fare alike. (2) That both trade associations and labor unions grew out of the industrial character of our society and that one would suppose that these organizations were enough alike to warrant one law for each. (3) That as a matter of fact the courts of the United States had so interpreted anti-trust laws so as to aid the formation of trade associations, and interpreted the same anti-trust laws so as to deter the progress of trade unions.

In reply to these contentions, “Law and Labor” agrees with (1) and (2) but declares that (a) the Maple Flooring Manufacturers’ Association (a trade association) was a voluntary association; (b) there was no attempt to coerce or interfere with outsiders; (c) there was not even an agreement on prices; (d) that members of trade associations participate in an act of co-operation, whereas members of a trade union participate in an act of coercion.

Our reply to this contention follows: The economic pressure exerted by a trade association is *called* co-operation by the courts, and the economic pressure exerted by a trade association is *called* coercion by the courts. In fact the economic pressure of each is of the same character, though of different directions. The courts and “Law and Labor” are dealing in legal fiction, so false and patently unjust as to be worthy of the phrase “legal juggling” on the part with calling white, black, and black, white. When trade associations exert economic pressure, that is co-operation (white); when trade unions exert economic pressure that is coercion (black). In evidence of our contention we submit the following facts:

1. The U. S. Supreme Court did itself in fact render decisions that threatened the existence of the entire trade association movement. Hardwood case in 1921 and Linseed case in 1923. These decisions were predicated upon the idea of restraint of trade among sellers. Within a few years in the Maple Floor case, the same court right-about-faced and rendered decisions that tended to nullify the Hardwood case and the Linseed case. Of these conflicting cases, Professor Felix Frankfurter, of Harvard, said: “The recent conflicting opinions of the justices in the recent series of cases involving trade associations are not due to their reading of the Sherman law *in vacuo*. The differences are attributable to the economic data which they deemed relevant to their judgment and the use which they made of them.”

Of course, this is heresy. “Law and Labor” would have us believe that the court renders all decisions *in vacuo*.

Our contention is that economic data did not enter into the Bedford Cut Stone case, but that the court proceeded to argue *a priori* from premise to conclusion in the case of labor.

The court is liberal with trade associations and archaic with trade unions.

2. “Law and Labor” would have us believe that trade associations do not coerce competitors. This contention is in itself failure to utilize economic data. “Law and Labor” fails to understand the new competition. When the mechanical refrigerator group presses to market its product, it is

interfering with outsiders, namely, the manufacturers of ice, and of ice refrigerators. When the rayon group seeks to market its product, it is interfering with outsiders, namely, the real silk group, and the cotton group. And so on, and so on. In a very real sense, the trade association is interfering with another group of outsiders, namely, the buyers. Take a case in point. A group of manufacturers are the sole producers of a commodity needed in automobile manufacture. They are competing for the patronage of Ford and General Motors, Hudson and Essex, and, due to the momentum of these buyers and the competition among themselves, they are forced to produce without adequate profit. They form a trade association and the price of the commodity goes up. It is uniform. Who loses? The automobile manufacturers and the purchasers of automobiles. This is coercion through economic pressure. If the laws of competition such as those defended by “Law and Labor” were allowed to remain in play, the manufacturers of the automobile accessory would continue to manufacture at a loss, and be virtual slaves of the automobile manufacturers.

This case is parallel to any one of a number of cases in the labor field. A group of workmen find that they must sell their labor to a group of manufacturers. The manufacturers, due to their momentum, force the workers to sell their labor at a loss. The workers combine and fix their wages at an existence level. The manufacturers refuse, and lock the workers out. Here the parallel ceases. Labor has no monopoly on labor. It is penalized because it has no monopoly, whereas the trade association is in effect a monopoly.

In order to restrain the natural growth of labor unions, the injunction has grown up as a weapon in the hands of the employer, and the courts by recognizing this as a weapon have prevented labor from doing what is permitted the trade association under the friendly mantle of the court to do.

“Law and Labor” would have us believe that trade associations are not monopolies. We challenge it to produce evidence that manufacturers outside of trade associations are prospering. In self-defense, they are rapidly forming their own trade associations.

3. Whereas trade associations do interfere with business of outsiders, trade unions do not interfere with business of non-unionists. Non-unionists are benefited by every gain of organized labor. This is a historic fact. No lawyer, except Walter Gordon Merritt of “Law and Labor,” is hypocritical enough to go into court and pretend his plea for injunctions against the unions is made in behalf of unorganized workers. The plea is made in behalf of the manufacturer, the employer, the purchaser of labor. It is as if Henry Ford went into court and asked for an injunction to compel the automobile top association to sell its article at a price as obtained before they combined, in other words, at a loss, or to prevent the automobile top group from combining.

4. Finally, the fundamental difference between “Law and Labor” and THE ELECTRICAL WORKERS’ JOURNAL is a difference of point of view. “Law and Labor” wishes to maintain the fiction that the federal courts are administered by supermen who think, as Frankfurter said, *in vacuo* and dispense an absolute justice. THE ELECTRICAL WORKERS’ JOURNAL knows that federal courts are administered by very human men, many with prejudices, and self-interests; with an antiquated system of economics in their heads, and an antiquated law procedure in their hands. These men are pledged by precedent on precedent seldom if ever offset by economic data, to render decisions that cripple trade unions. This is not justice, it is legalized class war-fare.

We recommend to “Law and Labor” this trenchant remark of Mr. Justice Holmes: “We do not realize how large a part of our law is open to reconsideration upon a slight change in the habit of the public mind.”

“Mr. Justice Holmes Dissents”—Index to an Era

SOMEWHERE in his dissenting opinions, Mr. Justice Holmes speaks of the futility of dissent. But to the glory of truth, and to the embellishment of an important period in American history, he went on dissenting. Now it comes about that “The Dissenting Opinions of Mr. Justice Holmes,” a volume edited by Dr. George W. Kirchwey, and published recently by the Vanguard Press, has become literature, whereas, as far as the general public is concerned, dust gathers on the pompous tomes of the majority. Why is it that dissenting opinions of Mr. Justice Holmes are judged worthy of publication for popular circulation? First, we suppose, because of the sweet clarity of his language. Everything he touches—even the dry legalities—comes to life under his pen. Behind legal opinions we feel a living, breathing man. He dares—this learned jurist—to jest. One discerns a heart—and not a cold thinking machine. He says, for instance, that unions are as important to the railroad business “at least as safety couplers.”

Second, we come to feel that Mr. Justice Holmes is in touch with the ages. As a matter of fact, he is a venerable man, 89 years old, and still active on the bench, but before he reached this upper level of life to which few attain, he saw the generations go by. “When men have realized that time has upset many existing faiths, they may come to believe even more than they believe the very foundations of their own conduct that the ultimate good desired is better reached by a free trade in ideas—that the test of truth is the power of thought to get itself accepted in the competition of the market, and that truth is the only ground upon which their wishes safely can be carried out.” Mr. Justice Holmes has no house beside the road. He sits on a high mountain overlooking the crowded highways—and is a friend to man.

Third, Mr. Justice Holmes, we come to see, freed the law from the grip of death. Law is rigid. It is the corpse of a people's will. Mr. Justice Holmes asserted it to be a living organism.

“The provisions of the Constitution are not mathematical formulas having their essence in their form; they are organic living institutions transplanted from the English soil. Their significance is vital not formal.”

“Constitutions are intended to preserve practical and subpractical rights, not to maintain theories.”

“There is nothing I more deprecate than the use of the Fourteenth Amendment beyond the absolute compulsion of its words to prevent the making of social experiments.”

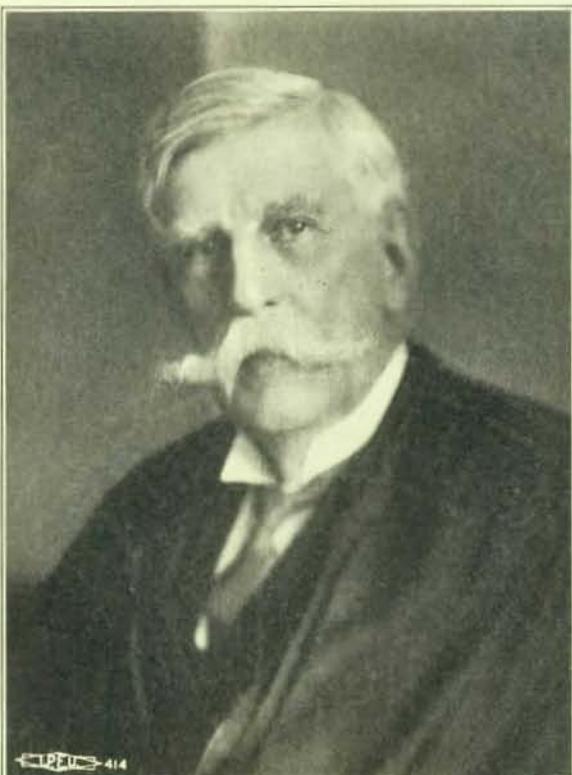
He wanted to make law an immunizing force, not a hand from out the grave.

Fourth, the range of his opinions. Here is a fertile and well-stocked mind running through the entire list of modern problems.

Fifth, and to a labor man, the most important. Mr. Justice Holmes' opinions give the impression of absolute integrity of mind. When we do not agree with him, when to our unlegal self he seems to have erred, we do not doubt his sincerity. He of all jurists seems to arrive at his decisions by an unprejudiced, scientific course. There is irony in this. For defenders of

Vanguard Press pays tribute to America's eminent jurist with a volume of opinions that are more than legalities—they are literature.

the courts, in their raw deals to labor, would have us believe that all jurists are like Justice Holmes. We know better. Chief Justice Taft seems to bring to the bench some of the rabid prejudices he displayed when he wrote articles on the organized farmers. Mr. Justice Butler's



OLIVER WENDELL HOLMES, JR.
Associate Justice U. S. Supreme Court

sacred robes of justice seem still to smell at times of railroad corporate law, and Mr. Justice Stone seems to be the mouthpiece of business idealism. Only this arch dissenter of the court seems to have reached his opinions by a purely impersonal method. Who but he could write:

“If our imagination is strong enough to accept the vision of ourselves as parts inseverable from the rest, and to extend our final interest beyond the boundary of our skins, it justifies the sacrifice even of our lives for ends outside of ourselves. The motive, to be sure, is the common wants and ideals that we find in man. Philosophy does not furnish motives, but it shows men that they are not fools for doing what they already want to do. It opens to the forlorn hopes on which we throw ourselves away, the vista of the farthest stretch of human thought, the chords of a harmony that breathes from the unknown.”

This quality of putting one in touch with everlasting forces no doubt was borrowed from his illustrious father, the Autocrat of

the Breakfast Table, for it is worth remembering that Mr. Justice Holmes is one of the rarest of all rare specimens, the great son of a great man. His father of the same name was a physician who brought the courage of innovation to medicine, and who was a poet and philosopher without a peer in America's history.

This interesting volume has been arranged with discernment. There are a collection of opinions related to labor cases—all of the important ones, and those relating to free speech, as well as those that throw light on business practices. It is an astonishing list.

Every thinking man should be grateful to Dr. Kirchwey and the Vanguard Press for this collection. The Vanguard Press, be it remembered, is a publishing house with a distinctly liberal slant. It has published many books of interest to labor, but none more important than this.

Mr. Justice Holmes rises like a monument to justice.

How Long Do Animals Live?

Current stories of long-lived animals are discredited by Prof. A. D. Peacock, of University College, Dundee, Scotland, in a recent tabulation of the greatest recorded ages of all kinds of animals made for the British publication, the *Wonders of Animal Life*, now being issued in London. For the elephant, usually supposed long to outlive man, the longest authentic record which Professor Peacock has found is 70 years. The maximum attested age for a whale is 40 years. Only four creatures are regularly apt to live longer than men. These are the giant tortoise, for which a 150-year age is unquestionable and 200 years a probability; the German carp, which may live for 150 years; the white-headed vulture, for one which bird there is a record of 118 years; and the eagle, which has an attested record of 104 years. Four other birds, the crow, the parrot, the raven and the Eider duck of the Arctic, may live about as long as long-lived men or women, their maximum records being about 100 years each. Two fish, the salmon and the shark, probably

equal this record; and one variety of shell fish, the giant mussel called *Tridacna gigas*. A sea anemone once lived in a zoological laboratory for 66 years. The insect record is held by a fire beetle found alive in a piece of wood which the insect must have entered 37 years before. Ant queens have been known to live for 13 years, but the longest-lived flea is 18 months, the record louse is seven weeks and the housefly, ignoring doubtful cases, lives only 34 days or less. A toad is known to have lived for 36 years, an alligator for 40 and an eel for 60. The record for a goose is 57 years and for a hen 30 years. Lions and tigers live only about 25 years but at least one domestic cat lived to be 40. The record age for dogs is 35 years, a horse has lived to be 40 and a cow 25. The shortest animal lives are among the insects, where the winged male of the insect called *Stylops* may live, Professor Peacock states, for only one to three hours although the female lives for several days.

Battle of Chain Systems Wages to the Death

COMPETITION on the part of the chain drug and tobacco stores enforced by their size and preferred economic position is being used to force the small, private vendor of cigarettes and tobacco out of business. In spite of a price advance by cigarette manufacturers in October, the chain stores have been nicking off a cent, and a half cent more, on the price of leading brands of cigarettes, till there is less than a cent of profit per package, even at the wholesale price at which they buy, and this seems less than enough to absorb costs of distribution. The paper pack of matches which most smokers expect to have thrown in with cigarettes, costs the dealer one-third of a cent.

Surprisingly enough, the most drastic cut has been made by a chain grocery company, the Kroger Grocery and Baking Company, which early in December reduced prices on popular brand cigarettes to 12 cents and two packs for 23 cents, or 11½ cents a package; putting the grocery concern "one up" on the chain tobacco stores, United Cigar Stores is credited by the Wall Street Journal with starting the price war by reducing the price to 12 cents a package, Liggett's Drug Stores following with 12 cents and three for 35 cents. The A. and P. Stores, trying to popularize the sale of cigarettes with the grocery order, has reduced the price to \$1.19 a carton. At the straight 12 cents price, the gross profit is only 72 hundredths of a cent and when the Kroger Stores sell cigarettes for 11½ cents a package their gross profit is only 22 hundredths of a cent, which means they are selling at a loss if the usual paper of matches is thrown in.

Little Fellow Squeezed

Manufacturers are sitting tight, refusing to be drawn by these reductions into the retailers' price war. They are in the best position, as they stand to benefit from increased sales of cigarettes. The chains are not making money on what they sell, if they are not actually losing it. But the small tobacco dealer is in the tightest position of all. He can't afford to sell at a reduced price, for his profits have been of the slimmest right along; and if he offers the disputed brands at the old 15 cents price, he loses his customers.

So alarmed have small retail dealers become, according to the New York Times, that they will make an appeal for assistance to the Federal Trade Commission, through their organization, the Independent Retail Tobacconists' Association. Benjamin Gorlitzer, president, urged members to maintain the 15 cent price.

"Competition of this unfair nature seems to me to be un-American and rotten business," said Mr. Gorlitzer. "I cannot for the life of me, no matter how hard I delve into this problem, see how the federal, state and city officials can sit back without noticing this alarming condition which, if continued

for any length of time, would drive out thousands of independent tobacco dealers throughout the union." He charged that United Cigar and Schulte stores had passed their last dividend, preferring to operate without profits for the time necessary to drive the independents to the wall.

Labor Affected

The same situation is present in the clothing trade, where the International Ladies' Garment Workers Union has joined with the Industrial Council of Cloak, Suit and Skirt Manufacturers in an effort to drive out the sweatshop and restore union conditions. As reported by the New York Times:

"Both sides met on common ground to

put through this enormous combination, with its threat of crushing discrimination against independents, may be tried again. Food co-operatives were among those protesting bitterly against the proposed modification, declaring that it was liable to lead to the formation of a food trust.

In general, the profits and numbers of chain stores have shown a steady rise in the past few years. The average customer does not look beyond the few cents saving on featured articles, to see the oncoming ruin of independent retail merchandising.

Labor takes a more enlightened view. Though it might be inferred that the unions' policy of combating the chain stores was induced by widespread hostility on the part of the chains themselves, in refusing to employ union labor, whether in building or breadmaking, this hardly shows the policy to be less firmly grounded.

Chain stores have only one inducement for union customers—cut price goods. Opposed to this attraction are many factors that labor considers more important. They include a general refusal by chain stores to employ union labor in building their stores; refusal of certain powerful store corporations to allow employees to join the Retail Clerks' Union; non-union bakeries established or patronized by certain chain groceries to take care of their bread requirements; low wages and long hours, merciless slave-driving and yellow dog contracts in the stores, weakening local conditions; refusal of chain corporations to assist community projects backed by labor and other citizens; and a list of other grievances leading to the charge that the chains are detriments to the community welfare and consistently anti-union.

Independents Are Friendly

The very merchandizing methods of the chains should convince workers that their economic interests lie in the direction of the inde-

pends. As long as a worker has cash to pay, and his own car to use for trucking merchandise home, he is welcome at the chain grocery. But suppose that for some reason, possibly the old economic reason, he finds himself lacking car or cash—no matter how regular, how valued a customer he has been, the chain grocery won't grant him a nickel of credit, won't deliver a can of beans. Whatever the sympathies of the store's manager might be, he cannot unbend from the ironclad rule, for any violation of it would lead to his own instant dismissal.

The old corner grocer, bless his heart, may not be as efficient as the chains, but at least he's human. Many a worker's family have been fed through a strike or dull period, through the kind heart of the independent grocer. The customer of many years' standing is valued, and treated accordingly. The independent store has still much to offer in the way of superior merchandise and

(Continued on page 62)



VIEW HELD BY MANY UNIONISTS OF THE CHAIN SYSTEM AS IS NOW IN VOGUE

discuss what they termed the grave danger added to the situation by the development of chain stores which ignore the manufacturers and jobbers, and are buying garments from small shops, where conditions are said to have already reached those of the old sweatshop system. Benjamin Schlesinger, president of the union, declared the chain stores threatened to aggravate the danger created by the jobbing system which gave birth to hundreds of small shops where wages and working conditions were far below those prevailing in the "inside" shops and in the shops of the American Cloak, Skirt and Suit Manufacturers' Association, the organization of contractors."

The grocery chains' rosy visions of receiving meat direct from the packers in a huge merger between packers and chains, were blighted when the proposed modification of the Packers' Consent Decree failed to go through the special committee of the Department of Agriculture, last fall, but no doubt hope remains and the scheme to

Modern One-Eyed Cyclops Works For Man

By EYE WITNESS

IN the mythology of the Greeks, the titanic forces of nature—shapers of Jove's thunderbolts—are pictured as giants unfriendly to men, with one enormous eye in the center of each individual forehead. The titanic forces of electricity, which, one by one have been mastered by modern man's inventiveness and ingenuity, may soon be pictured as one-eyed giants, forced to do the work of man. The "electric eye" off-shoot of the telephone switch, and the vacuum tube, is an actuality, and is rapidly being absorbed into industry.

I viewed a demonstration of this cyclopean contraption, recently invented by H. B. Stevens, Westinghouse engineer. It was an exciting moment. The large gathering broke into spontaneous applause at the success of the experiments. Americans are becoming invention conscious.

Like all great inventions, the "electric eye" is simple. It developed out of the vacuum tube, and out of Televox, the mechanical man. The key instrument is a photo-electric cell (vacuum tube) or grid-glow tube, so sensitive that a wave of the hand, a puff of smoke, the glint of steel, affects it—moves it to close a circuit. This photo-electric cell or grid-glow tube is sensitive to one-millionth of a watt of energy. When the grid-glow tube or photo-electric cell is used, a ray of light is made to play constantly upon this sensitive eye of the tube, in such a way that when objects are passing through the path of the ray, upon an endless belt, the current is opened and closed, in such a manner, as to act as a sorter of goods. Fleischmann's yeast was used as an example. This product was put upon the endless belt with the label side up; these were allowed to pass through. But when the product failed of label, the glint of the tinfoil closed the circuit, and the faultily wrapped product was discarded. So sensitive is the eye, that cigars, light from dark, can be sorted in this way.

Automobiles passing through a tunnel, through the zone of a ray played upon the electric eye, open and shut the circuit so as to control a counter. At the end of the day the total number of cars moving through the tunnel are spotted, and recorded.

Burglar alarms can be so operated.

One of the most interesting demonstrations was with the photo electric cell. The cell was made to operate a tank filled with carbon dioxide. A fire was started. Smoke poured across the ray's path. The circuit was closed. The gas was released, and extinguished the fire. It is expected that the electric eye will be used widely in this manner to fight fires in confined areas.

Closely related to the electric eye is the electric ear. This is a development of televox, a microphonic arrangement in connection with remote control switches, which perform certain definite tasks. The electric ear is a device to enable airmen to locate distant aerodromes in darkness or fog. The aeroplane is equipped with a siren. This the airman operates as he approaches a

city. When the siren reaches a certain pitch, a loud speaker at the aerodrome gathers up the waves, which are transmitted through a microphone to the electric ear, which in turn opens a switch, and turns on the search light.

It is believed that the electric eye has a great future. It is predicted that it can be used to turn street lights or factory lights off or on automatically, with coming and passing of daylight.

H. B. Stevens, the engineer, asserted that the wide-spread use of television is but around the corner.

especially if air currents are rising or falling. Rain storms also affect it, as do winds, cold or hot waves and other weather changes. While Mr. Brown suggests no human applications of these facts it is possible to suspect that they furnish a clue to some of the mysterious effects of weather on human minds or bodies. Everybody has experienced apparently causeless exhilarations or depressions in different kinds of weather. Many workings of the human body are known to be electrical. Perhaps changes in the electric "space charge" of the air, hitherto neglected by physicians and biologists, may explain some of these mysteries.

Radio Fog Horn Counts Miles

A new radio and sound-wave device by which a voice counts in the ear of a fog-bound ship captain to tell just how far he is from shore has been perfected by engineers of the Clyde Lighthouse Trustees, in Scotland, and is being tested at the Cumbrae Lighthouse, on the way to the port of Glasgow. At the instant of each blast of the fog horn an automatic radio apparatus at the same station begins to count over the radio waves "one," "two," "three," and so on, as though a person

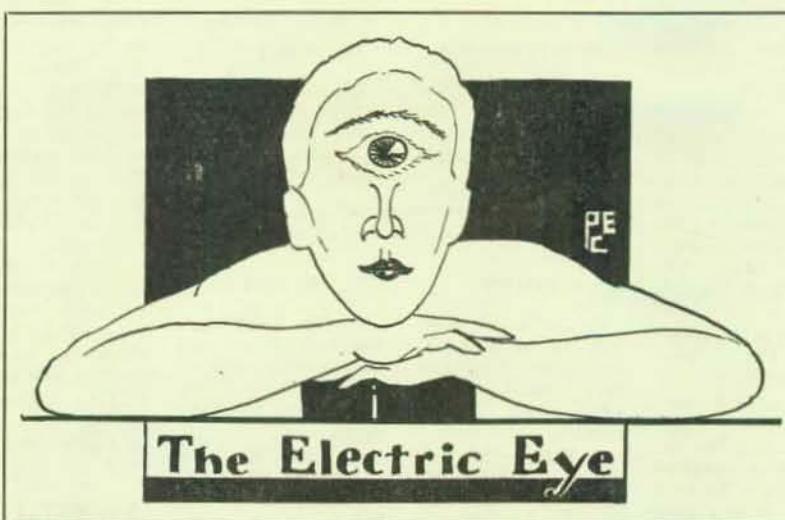
were counting into the microphone of a broadcasting station. The intervals between these counts are approximately five seconds each, which is the time that sound waves take to travel one mile. A ship in the fog off this speaking lighthouse listens both for the radio signals, by means of a simple radio receiver, and for the audible blasts from the fog horn. A convenient arrangement is for the listening officer to put the telephone of his radio receiver against one ear and leave the other ear open to hear the blasts of the horn. The speed of radio waves is so great that they are received at virtually the instant of the broadcast. The sound waves are slower. Accordingly the listening ship hears the count of "one", "two", and so on begin when the blast of the fog horn leaves the lighthouse. If the sound arrives just as "one" is being counted that means one mile distance. "Two" means two miles, and so on.

Everybody Breathes of Electricity

The air that human beings breathe is not only electrified but changes hour by hour, almost minute by minute, in the amount and character of electricity which it contains; imperceptibly to human senses, but perhaps with profound effects on mind and body. That atoms in the air may become electrified has long been known to experts. For several years Professor Fernando Sanford of Stanford University, California, has been keeping regular records of this air electrification. Finally, at the recent meeting of the American Physical Society at Stanford, Mr. Joseph G. Brown reported measurements of what is called the "space charge" of the air, like the similar space charge inside a radio vacuum tube and which may be thought of as the amount of loose electricity in each cubic foot or cubic yard of air. This space charge may change very rapidly, Mr. Brown has discovered,

You don't have to preach honesty to men with a creative purpose. Let a human being throw the energies of his soul into the making of something, and the instinct of workmanship will take care of his honesty. The writers who have nothing to say are the ones you can buy; the others have too high a price. A genuine craftsman will not adulterate his product. The reason isn't because duty says he shouldn't, but because passion says he couldn't.

—Walter Lippmann.



Construction of 1930 Waits Word of Bankers

PRESIDENT HOOVER has made construction key to his business rehabilitation program. A great deal of preliminary work has been done looking toward immediate resumption of production in some lines. Growing unemployment is evident. Reports from all sections of the country indicate that the construction industry is at a standstill. Who is charged with the responsibility of breaking the jam, and of setting the flood of business in motion once again? It is the bankers, and investment firms. The F. W. Dodge Corporation has made an analysis of existing conditions, in comparison with past periods of depression, and ends with this declaration: "The most important decisions to build now rest with corporations and lending institutions whose financial stability, credit resources and confidence in the economic progress of the country are greater than ever before."

It is true, we believe, that the plan of galvanizing business into activity by way of construction depends upon willingness of bankers to cooperate. It is not true, however, that these bankers are overjoyed at the prospect. Wall Street organs which have been sniping at the President's scheme, since its inception, cite reasons for delay. The *Journal of Commerce* outlines Wall Street's position:

"The truth is that the business cycle, whatever that may be, exists simply because people cannot anticipate new demand in exactly this way. The accumulation of accurate statistics as to demand and supply, and plant capacity helps a great deal to avoid the occurrence of extreme depression or extreme deflation, but it probably can never be true that business can be stabilized in any such way as suggested by those who have adopted this nostrum as a means of relieving industrial irregularity. Were it to be systematically followed out, it would probably result primarily in creating a good deal of waste building, and in the further necessity of converting certain other kinds of buildings to other uses. Fashions and methods change, and building requirements change with them. There is likely to be a great waste of capital in a large forward provision of building space."

"All of this is interesting no doubt from the point of view of economic life in general, and business adjustment in particular. But how much bearing has it upon an emergency situation like the present? Very little indeed. One of the characteristics of the present difficulties is found in the fact that building is already overdone in a good many quarters or, in other words, that the basis for a logical distribution of business activity has been cut away. Provision has already been made unfortunately for a depression in building, longer or shorter, and, of course, there is no way of "offsetting" or "neutralizing" what has already been done. A second important characteristic of present conditions is the heavy pressure for liquid funds. Many banks are already "tied up," and it is difficult to get mortgage money. This is not as the President has once or twice intimated, because of the existence of speculation, but is because of the lack of satisfactory prospects of profit in building. It is not a situation that can be bridged by giving orders to some bank or banker."

"The plan of restoring prosperity by increasing the amount of building is not one that is likely to furnish the slightest real assistance under existing conditions."

This, of course, is that view of economy which puts profit-making above public good.

An impasse in business, with construction as the key, waits only for full co-operation of banking groups for its untangling.

The analysis of the situation made by F. W. Dodge Corporation is enlightening. It places the responsibility for delay where it belongs. It further stresses the need of a public commission taking hold in time of emergency. Private capital will not do so.

By THOMAS S. HOLDEN

Vice President, F. W. Dodge Corporation
In October, 1919

The stock market collapsed three months after the peak of construction contracts.

For increase in construction activity certain financial and business adjustments are essential:

In 1919

1. The bond market had to turn upward; this happened seven months after the stock market break.

2. Interest rates on time money had reached their peak and turned down; this happened 11 months after the stock market break.

3. The New York Federal Reserve rediscount rate had to reach a peak and turn down; it rose to 7 per cent seven months after the stock market break and dropped to 6½ per cent 18 months after the stock market break.

4. General commodity prices, which were inflated, had to reach a peak and turn down; this happened eight months after the stock market break.

5. Building costs had skyrocketed; they had to reach a peak and turn down; this happened seven months after the stock market break.

6. The most important decisions to build now rest with corporations and lending institutions (many of which had been involved in business inflation) whose resources, credit and confidence in the economic progress of the country are greater than ever before.

Noiseless Drill Invented For City Streets

A partially noiseless pneumatic drill for tearing up city streets and similar excavation work has been tested in London, found to be successful and exhibited at the Congress of Public Works, Roads and Transport at Agricultural Hall in that city. The tests have shown, it is claimed by Holman Brothers, the firm sponsoring the new device, that it reduces the noise of drilling operations by more than 60 per cent. Further reductions are expected from improvements still in an experimental stage. Two expedients already well known in noise-prevention engineering have been used in the new design. One is the principle of the silencer, by which the noise of the exhaust air let out of the drill's air chamber at the end of each stroke is partly prevented, as is done by the silencer on a gun or the muffler on an automobile engine. The second improvement on the new drill is a re-design of the valves controlling the motion of the compressed air through the apparatus, so that these valves move through much shorter distances and make less noise when they strike the walls of the cylinder. That pneumatic drilling ever can be made entirely noiseless is not expected, since the noise of the drill bit striking against the pavement itself would be difficult to silence. But the workings of the device itself the London engineers expect to make almost entirely noiseless.

Artificial Watchdog Worked By Photo-Electricity

An electrical watchdog which runs toward a burglar, barks raucously and even tries its best to bite the intruder so long as the rays of a flashlight are turned into the watchdog's lens-covered eyes was exhibited at the recent Radio Show in Paris by a manufacturer of the new devices called photo-electric cells. One of these cells is placed inside the watchdog's head, behind the lenses of his eyes. If a light is pointed at these eyes the ray that enters is converted by this cell into a small electric current. This current then operates other devices called relays. One of these turns electric current into a motor that moves wheels under the dog's feet so that he rushes toward the light. Another motor opens and shuts the wooden jaws as though the dog were biting. Still a third electric contrivance, like a phonograph, reproduces the sound of a watchdog's bark. It would be equally possible, experts point out, to make such an electric watchdog bark in response to any unusual noise like the opening of a door or the stealthy tread of an intruder. Or the ornamental head of an elk hanging on the wall could be made to open its mouth and roar; a stand of armor could apparently come to life and hit the burglar with a battle axe; or any piece of furniture could be set to dancing or singing, all by the photo-electric cells, sensitive microphones and other devices which have been perfected by modern radio science.

As usual, the International Office will bind the 1929 Journal. This will be a volume uniform with prior issues. Orders will be filled in order of reception, at \$3.75 prepaid.

JANUARY TRAILS AND PATHS

Third in the Series of Nature Studies by HAROLD K. WHITFORD, L. U. No. 3

The harsh and alarming cry of the Blue Jay breaks the silence of the winter woods, while Chickadees go chickadee-dee-deeing all day long—darting from limb to limb and tree to tree—in search of food beneath the bark.

The “rear guard” of the flowers, the Witch Hazel, is still in blossom along January trails and paths, while under snowy robes—brave Hepatica in its blues, whites and pinks, blooms in bold defiance of the elements.

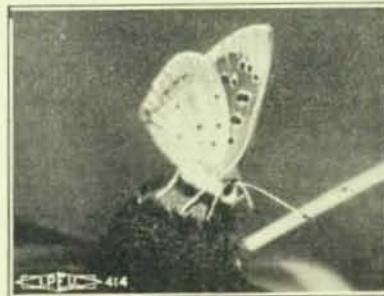
Beneath the trees of Gray Birch the snow is specked with dark seeds—catkins are breaking up.

The clear wintry moon lights up the fields of snow where deep in the sod, the kernel of the life to come, awaits the quickening of the great forces.



THE LITTLE WOOD-SATYR—LOVER OF THE SHADY FOREST EDGES

The Little Wood-Satyr (*Neonympha eurytus*) is found among the grasses on which it feeds. It is dark brown above and lighter below, and the black dots—known as eye spots—are more distinctly ringed with yellow. The larva (caterpillar stage) is greenish white, marked with brown. It is quite common and may be found throughout the summer in the east.



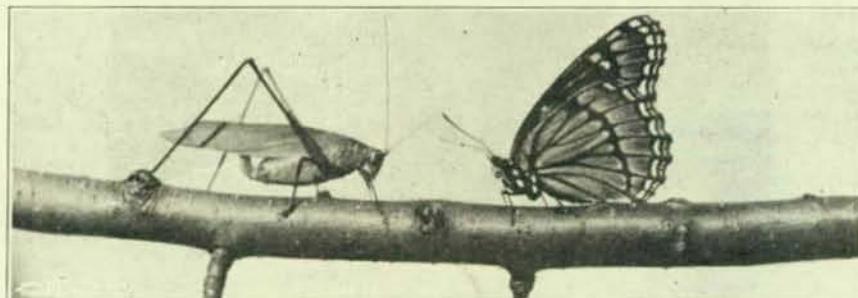
THE AMERICAN COOPER BUTTERFLY ON TOP OF BLACK-EYE SUSAN

Here is the American Cooper (*Chrysopanthes hypophlaeas*) clearly showing the legs, eye and antennae. Its small size can be imagined by comparing it with the eye of the Susan. It is common along the roadsides but probably escapes attention because of its smallness. However, the Cooper is fearless, pugnacious, and an active little beauty.



ASTERIAS BUTTERFLY STOPS TO REST ON GOLDENROD

The Asterias Butterfly (*Papilio polydorus*) also (*Asterias*) is one of our most beautiful swallow-tail butterflies. The name swallow-tail is derived from the appendages on the secondary or hind wings. The larva (caterpillar stage) is destructive as it eats parsley and carrots. It not only changes color but also the cut of its dress at every molt.



THE TRUE GRASSHOPPER AND THE VICEROY ON A TWIG

Here is a True Grasshopper (*Locustidae*). Although the name would infer that it is a Locust, it is not. The Viceroy (*Basilarchia Archippus*) also (*disippus*) mimics the Monarch Butterfly (*Anosia plexippus*) in color pattern. It can be distinguished by the black band on its hind wings which is not found on the Monarch, although sometimes the band is also absent on the Viceroy. It is believed that the Monarch is distasteful to birds. The striking resemblance of the Viceroy to the Monarch frees it from molestation by birds.



MIRANDA, THE SPIDER, WAITS

ARGIOPE RIPARIA or (*Miranda Aurantia*)—This species is among the largest and most conspicuous of the round web spiders. One will find it living in grasses and low shrubbery in the open field and meadows, and especially along the borders of ponds, streams and ditches. About the first of August, in the northern states, one will find it maturing. Along the sides of the abdomen, four yellow spots are prominent. The female (picture) is much larger than the male, and its web is sometimes two feet in diameter with a zigzag band of white silk running upward and down across the middle, and a round thick spot where the spider stands (picture). In September the eggs are laid in cocoons with a brown paper-like surface which hang by threads among the grass and bushes.



THE DRAGON FLY AT REST

The Ten Spot Dragon Fly (*Libellula pulchella*) is common and harmless. It is found in the summer about ponds. Dragon Flies do not sting, but have very powerful jaws, giving a gentle nip if the finger is placed in the mouth. The young live in the water until they develop wings. Their prey is scooped up in a “basket” formed by the extended six legs and the front of the thorax.

Liberals of South Begin Census of Sentiment

A REALIGNMENT of forces has begun in the South. In one state, North Carolina, certain liberals have begun a movement to organize a public opinion outside of the immediately controlled company towns and company press, looking toward a restatement of industrial policy. This movement has been reported in Washington by Gilbert Hyatt, writer, and Edward McGrady, representative of the American Federation of Labor. In the meantime, plans for organization have gotten under way. Representatives of every union in America met at Charlotte, N. C., January 6. President Green planned personally to speak in important southern cities. Meetings were scheduled for North Carolina, South Carolina, Georgia, Alabama, Tennessee and Florida.

Representatives of unions most concerned with the south have laid new stress on induced conditions of virtual servitude. President Green is authority for the following analysis:

It is surprising to any fair-minded person to read some of the literature sent out by chambers of commerce, business men's organizations, located in the south, to industrialists in the north, and to capitalists here, appealing to them to come to the south. I want to refer to some of them. Perhaps you are familiar with those, but it will do no harm.

Here is one from Salisbury, N. C., extract from "Facts on Manufacturing in Salisbury":

"The labor laws of North Carolina are very liberal, permitting a 60-hour week in textile mills with no restrictions as to number of machines operated per worker."

Here is one from Greensboro, N. C., J. A. Gowthrop, secretary:

"The average in textile mills in our State are 27 cents per hour and full-time week is 55 hours."

Here is one from Greenwood, S. C., George T. Barnes, secretary, the man who sent it out:

"Spinners—wages, 10 hours, \$12.50 per week; night workers, 11 hours, \$16.00 per week. Weavers—day workers, 10 hours, \$19.50 per week; night workers, 11 hours, \$20.00 per week. Ordinary labor can be secured from \$1.75 to \$2.00 per day."

Here is another from Orangeburg, S. C., L. S. Wolfe, commercial secretary. He says in his letter:

"There are no labor unions here and wages vary, female labor averaging \$1.50 to \$2.00 per day, and male labor in textile mills \$1.75 to \$2.25 per day. No labor unions."

Here is one from Clarksville, Tenn., L. W. Bartlett, secretary:

"The weekly earnings of female operators average from \$12.00 to \$15.00 when working full time. Usual basis is 52 hours per week."

Here is one from Columbia, Tenn., William P. Morgan, secretary. Mr. Morgan says:

"Wages paid in the overall manufacturing plant were \$8.00 and up." (Laughter.)

I suppose it was the "up" that made you laugh.

Extracts from industrial report were submitted by Secretary Morgan, as follows:

"Labor legislation is favorable to all kinds of industry. There are no minimum

Before the South can be organized, intelligent public opinion must be created. That this is taking place is indicated by reports from certain states. The battle for decent industry is on.

wage laws for females in Tennessee. There are no night laws for females over 16 in Tennessee."

That was his inducement.

Here is one from Gastonia, N. C., Joseph S. Wray, secretary:

"Wages in Gastonia range from 18 to 20 to 30 cents for skilled workers."

I don't suppose that that is 30 cents a week, but he does not say. Listen to this:



Comrades in Arms—Del Lewis, Wes Fowler, Lawrence Hogan and Alfred Hoffman, Combatants, at Marion, North Carolina

"Children from 14 to 18 years of age can only work 11 hours a day." (Laughter.) "Females under 16 are not allowed to work at night."

Here is one from High Point, N. C., extract of letter from Fred Thomas, C. C.—I suppose that is chamber of commerce:

"Labor conditions are of the best—all native-born—and labor troubles are unheard of."

I am not reading all of them. I am just picking out one here and there. Here is one from Wilson, N. C., N. W. Stearnes, secretary:

"Female labor in the hosiery mills receives a salary of from \$12.50 to \$13.50 per week. Under the state law you would be permitted to work female labor 60 hours per week."

Electricity From Coke Would Heat Houses

Giant electric batteries, consuming coke and air and yielding electricity cheaply enough to revolutionize house heating and many other branches of practical engineering, are imagined by Professor M. deKay Thompson of the Massachusetts Institute of Technology in a letter to the New York

technical journal, Chemical and Metallurgical Engineering. To heat a house or to generate electricity at present, Professor Thompson writes, coal, coke or some other fuel must be burned in a furnace or under a steam boiler. This is always a wasteful process. Theoretically, the carbon of the coke might combine directly with the oxygen of the air in a special electric battery, yielding electricity just as happens when metallic zinc and the solution of chemicals combine in the ordinary dry battery. Such a coke battery would utilize nearly all the energy of the coal instead of the fifth or less of it that is turned into electricity by ordinary methods. Coke batteries have been constructed, Professor Thompson states, but they work too slowly for practical use. Some possibilities exist, he suggests, of escaping this handicap if inventors can devise suitable solutions and equipment. If so the electricity from a coke battery might be used to operate a special refrigerating machine acting as a heat pump; so that heat could be extracted from the cold outside air in winter, leaving that air slightly colder than before, and delivered indoors at a higher temperature. Thus the average house might be warmed for a year, Professor Thompson computes, with about one ton of coke instead of the 16 tons or so that are now necessary. In summer the electric heat pump could be reversed to pump heat from the inside of the house to the outside, thus cooling the interior.

Last Straw—"Stretch Out"

One year ago there was no one who could have organized textile workers, but when the mills began to install the multiple system or the "stretch-out" system, that did more to organize the people than all the organizers could have done in 20 years. The people of the south are turning to organized labor to help them. In the state of South Carolina the mills run 10 and 11 hours per day, the average pay is \$10 per week, and when they pay house rent, \$1.50 per week, buy fuel, what have they left to buy food with? Then, of course, the people get sick sometimes and they have to pay the doctor and buy medicine. If the people can't pay their bills the merchants and the business men say the mill people are dishonest. Who is responsible for these people not being able to pay their bills? They have reached the limit of human endurance and they can't go on this way. They are going to organize and if it is not in the A. F. of L. then it will be in the communist. The time has come when all organized labor should come to their assistance.

VERNON B. ALLEN,
Organizer, United Textile Workers of
America, Greenville, S. C.
In American Federationist.

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Would You Believe It?—A Humane Economic Theory

"Business is business."
 "Let's get down to brass tacks."
 "You can't live on sentiment."
 "Buy low, sell high."
 "You simply have to divorce business and friendship."
 "Let the buyer beware."
 "Every man for himself."

THE foregoing represent oft repeated guides to business success; the theory being that business success comes with dogged, cold, ruthless pursuit of selfish ends. To be sure, one hears now and then of enlightened selfishness, but this phrase is supposed to represent a degree of selfishness not far removed from the actual. Business is conceived as a battle, a primitive struggle, where the brute passions of men are uppermost, and no quarter is asked or given.

And the truth is, business has been, and is that sort of thing. It would be hard to make mill-hands in southern mill towns believe that it is anything else. It would be hard to make the coal miners of Pennsylvania believe that Andrew Mellon is animated by humane motives. It would be hard to convince injunction-soaked workers in related industries that humanity animates some street car magnates, clothing employers or railroad presidents. It is true that a pig-headed, stony-hearted business type often succeeds in business; or if it is not this type, he is a sniffling, sentimental, hypocritical goody-goody on the surface, and a brute underneath.

To be sure, the vindication for the materialistic conception of business is the materialism of life itself. Nine-tenths of human impulses are rooted in the earth. Nature has the habit of knocking us down with facts. The economic system seems to imitate nature. There is ruthlessness about the movements of money. Money panics gravitate like water, to the lowest part. You can't turn back a business panic, when once it starts, anymore than you can turn back a hurricane. The law of supply and demand is a law like gravity. You can't spend money, if you don't have it. Yet this fateful system has been transformed—at points. We know how the insurance principle has been evolved, how it protects against fire, death, and disaster, and we know, too, how this principle has been extended and extended. We have seen evolving before our eyes a business theory, based on mass production, which in turn demands mass consumption, and strengthens labor's traditional theory of high wages.

Now comes Mr. Woods, in *Forbes Magazine* for December 15, 1929, with a historical explanation of the trend away from "dog-eat-dog" to "man-help-man."

"What Are Wages?"

"The family has ceased to be the economic institution of human life. It has lost control of production and therefore can not finance consumption. Things are not being made by families now, nor by the collective labor of little groups. They are being made by nation-wide and even worldwide industrial organizations;

Under the caption "What Are Wages?" *Forbes Magazine* develops an economic theory that will startle many a hard-boiled business man. The author is Charles W. Woods. This conception may indicate a new trend in business ethics.

and a modern man, if he is to remain alive in this new social set-up, must employ the services of them all.

"There never was a time in human history when a human being could live by his own unaided efforts. Not even Robinson Crusoe could do that, for he was dependent for his existence upon a lot of human knowledge which he could not have inherited but which must have been handed down to him by human society. In the family order, however, a man could get most of his living through the co-operation of the whole family, and he was not dependent, as he is today, upon the operation of thousands of industrial organizations employing uncounted millions of his fellow humans in their process.

"Unfortunately, however, the so-called science of economics has had very little to say about the economic system by which, throughout almost the whole period of hu-

man existence, human beings got their living. It has concerned itself rather with trade, although trade, until the past century or two, has played a minor part in human economy.

"Ten thousand years ago, trade played so inconspicuous a part in human economy that it was scarcely worth mentioning. Eventually, however—no one knows when—some families were able to produce a little surplus in some line occasionally, and trade it for some other family's surplus in some other line. This so enriched life for those who followed the practice that more and more attention was paid to exchanging this surplus, and all political history is but the story of this trade expansion.

"In the purely patriarchal order, there was no state and no need for one. The state grew up in answer to a need for the regulation of this inter-family trading, and it was along the favorite trade-routes that would-be rulers clashed with would-be rulers and there was war.

"Trade could hardly be distinguished at first from banditry, for there was never a thought in those days of the service it was doing. 'Let the buyer beware' was its accepted motto and remained the accepted motto almost up to our times.

"But this was never the motto of the economic order. The family was the economic order and in the family the motto was loyal, loving service.

"In trade it did not matter how badly an article was needed. A man might be starving, but no tradesman would give him food because of that; he would merely use the fact to extort a higher price. It wasn't that the tradesman was a bad man. To his family, he might be the best man ever, but the relations of trade were not the relations of human society and no one expected them to be. They were the relations of the hunter and his prey. They were the relations of the exploiter and his victim. At best, they were the relations of two contestants in a struggle where not service but fair play was the highest human virtue that could possibly be expected.

"In the family mere fair play was not enough. In the family one had to put the interest of the other fellow on a par with his own. The result was that the economic order in which the vast majority of people got the greatest part of their living developed and taught one set of principles while the business system developed and taught an entirely conflicting code.

"But the time came—and it was in our time—when the family could not be the economic order any longer. Business became the economic system and had to take on the character of an economic system. As long as people could get a living without participating in the business order, this was not necessary, but when it became impossible to live excepting in and through the business processes, business was confronted with social responsibilities which it could not longer dodge.

(Continued on page 56)



MOTHER AND CHILD
BY
GEORGE DE FOREST BRUSH

Universal Tribute to Past President Noonan

FRIENDS, associates, engineers, employers and statesmen have sent to the international offices literally hundreds of letters and telegrams of condolence, for President James P. Noonan's death, and praise for his constructive life.

It is impossible to quote from all of these, but it is fitting, we believe, to use these columns as a permanent record of the public regard and private affection in which Jim Noonan was held. We quote generously, but give only a few:

"News of Brother Noonan's death came as a great shock to us.

"Only yesterday he was with us, participating in every phase of our work and apparently he was in the best of health. Today he is dead.

"We wish we might say something which would, even in small measure, assuage the sorrow of his wife and children. Our hearts go out to them in loving sympathy, but we know only too well that nothing, except the grace of God, can ease the suffering inflicted by the loss of a tender, devoted husband and father.

"For years we have been intimately associated with Brother Noonan and therefore we are in a position to appraise his worth.

"He was one of the constructive statesmen of labor. A fighter who never thought of surrender, he was also a diplomat of rare skill and tact. Many of his most notable successes were won at the council table, where he met the employers face to face.

"The great organization which he led so magnificently is his most enduring monument. But workers everywhere are his debtors, because, as he declared in his last public utterance:

"I believe there is such a thing as enlightened selfishness—the kind that prompts us to raise the general level of wages and working conditions, knowing that no group, however limited, can be economically safe so long as other groups are the victims of injustice."

"Brother Noonan never departed from that enlightened policy. So, while the Electrical Workers have lost a great leader, every man and woman who toils has lost a wise, devoted friend."

The Chiefs of all the Standard Railroad Labor Organizations, in session in the Labor Building.

"The American labor movement has sustained a very great loss. Brother Noonan for many years was an outstanding figure in labor circles.

"I saw him at work as president of the International Brotherhood of Electrical Workers and as a member of the Executive Council of the American Federation of Labor, and I early learned to value his judgment on every problem affecting American workers."

WILLIAM GREEN,
President A. F. of L.

"The tragic death of James P. Noonan removes from the trade union movement a figure of exceptional qualities.

"He had the rare combination of practical common sense, vision and courage. He had a social mind and his interests were as wide as the labor movement.

"Under his leadership the Brotherhood of Electrical Workers was brought to its present magnificent status. His experience and energy were always at the disposal of affiliates and of associate members of the A. F. of L. Executive Council.

"The passing of this well-grounded trade

Seldom has any public man received more sincere and generous praise than has Past President Noonan in the hour of his tragic death. Only a few of the tributes are here recorded.

unionist, in the prime of life, deprives the labor movement of a wise counsellor and a sturdy champion of social justice."

FRANK MORRISON,
Secretary of A. F. of L.

"I am shocked and grieved to learn of the death of your good husband and my very dear friend.

"My friendship with Mr. Noonan was of 20 years' standing and I ever found it a delight to meet with him socially and officially. Able and conscientious, he won a respect that was reflected in the high office to which he was called.

"As president of the Brotherhood of Electrical Workers and as a vice president of the American Federation of Labor he toiled without stint to advance the interests and prosperity of his brother workmen.

"I have heard from their own lips the testimony they gladly gave in favor of his loyalty and devotion.

"Throughout the Spanish War, Mr. Noonan was a good soldier, as throughout his life he was a good citizen, and the good he did will live long after him.

"The world is a better place because of his labors and the splendid example of citizenship he set up before all who knew him.

"Great as your grief may be at the passing of your lifelong companion these memories of what he was must long console you. I send you my heartfelt sympathy as one who, in his own sorrow, can at least imagine what yours must be."

SECRETARY OF LABOR JAMES J. DAVIS,
in a letter to Mrs. Noonan.

"To know 'Jimmy' Noonan was to love him. He approached the consideration of all public questions from the point of view of the general good—giving little thought to party, but much to principle. The progressive cause has lost a staunch friend."

SENATOR BURTON K. WHEELER,
of Montana.

"The death of James P. Noonan is a great loss to his friends, to the American Labor, and to the United States.

"He was one of the able men of labor, honest and conscientious. He had plenty of

I believe this will be my best opportunity to express our thanks to all members of the organization for their kindness and sympathy in our recent loss. It would be impossible to thank each one personally, but I hope this expression of gratitude will be taken personally by his many associates in the movement. My mother and myself recognize gratefully your sincere and heartfelt service.

ROBERT E. NOONAN.

courage. His influence extended far beyond the field of labor organizations.

"He was a great lover of liberty and fought injustice. He had seen so many people suffer that he knew injustice when he saw it.

"He had some conception of what human liberty had cost humanity and, therefore, did not underestimate its worth. Mr. Noonan was almost a Crusader for human rights.

"I think it can be truthfully said he was not fooled by either the friends or foes of labor. He was possessed of an unimpeachable character and was a real man."

SENATOR SHIPSTEAD,
of Minnesota.

"I had a very high regard for Mr. Noonan and his taking came as a distressing shock. I valued my personal acquaintance with him and looked upon him as a tower of strength in the labor movement."

MORRIS L. COOKE,
Consulting Engineer,
Past president of the Taylor Society, from a letter to H. H. Broach.

"The labor movement has lost a sincere worker for labor's cause, as well as a loyal member of your official family."

JOHN B. SHULTE, President,
Retail Clerks International Protective Association.

"Those connected with the International Labor Movement appreciate the loss sustained."

JOS. PELLETIER,
Montreal Trades and Labor Council.

"It was with a sense of profound shock that I read today of Mr. Noonan's death. While I did not know him as well personally as I would have liked to, I am, nevertheless, thoroughly familiar with his career and his successful and intelligent efforts, not alone on behalf of American Labor, but also on behalf of the American progress itself. In his death the country has indeed lost a great man."

F. TRUBEE DAVISON,
War Department, Office of Asst. Secretary,
Washington, D. C.

"He was possessed of many fine qualities of mind and heart, chief among them being his fearlessness and the frank and candid manner with which he approached all questions that arose in the labor movement. We feel sure your organization will miss him sadly. We have been privileged to know him many years and have always looked upon him as one of the outstanding figures in the American Federation of Labor."

JAMES MALONEY,
President.
HARRY JENKINS,
Secretary.

Glass Bottle Blowers Assn. of the United States and Canada.

"With the passing away of your International President, J. P. Noonan, the American labor movement has lost one of its most valiant and true leaders."

ARTURO GLOVANITTI and LEONARDO FRISINA,
The Italian Chamber of Labor.

"Learned with much sorrow and feeling of untimely death of our mutual friend, Jim. I have always admired and greatly cherished his friendship and association. Won't you

(Continued on page 60)

“Paths of Glory Lead But To The ——”



THE LAST PHOTOGRAPH JIM NOONAN HAD TAKEN. HE IS FARTHEST RIGHT IN THE FRONT ROW. THIS REPRESENTS A MEETING OF EXECUTIVES OF 16 STANDARD RAIL ORGANIZATIONS IN FRONT OF "LABOR" AT WASHINGTON. FROM THIS MEETING JIM WENT TO HIS TRAGIC DEATH.



NOONAN'S GRAVE IN CALVARY CEMETERY, ST. LOUIS. IT IS A BLANKET, A HILLOCK OF FLOWERS. THE PHOTOGRAPH FAILS TO SHOW THE WIDTH AND DEPTH OF THIS DEMONSTRATION OF LOVE AND ESTEEM OF THOUSANDS OF BROTHER UNIONISTS.

Local Unions Record Love For Chief Executive

L. U. No. 6, San Francisco, Calif.

Whereas Almighty God in His infinite wisdom has seen fit to call from our midst our dearly beloved Brother, International President James P. Noonan; and

Whereas we deeply regret the sad and untimely occasion which deprives the entire labor movement of the companionship and services of so kind and faithful a friend, Brother and servant; and

Whereas our dear Brother's death is a great loss to his bereaved family and friends, the International Brotherhood of Electrical Workers and all of those who toil for a livelihood; and

Whereas we are certain that he will meet his just reward in the halls of the Supreme Ruler of the universe; therefore be it

Resolved, by the members of Local Union No. 6 of the International Brotherhood of Electrical Workers of San Francisco, Calif., in special session assembled this 18th day of December, 1929, That we extend to the bereaved family of our late departed Brother, James P. Noonan, our sincere sympathy and consolation; and be it further

Resolved, That in respect for his revered memory the charter of Local Union No. 6 be draped for a period of 30 days, a copy of these resolutions be sent to the family of our late Brother through the International Office; and be it further

Resolved, That a copy of these resolutions be spread in full upon the minutes of Local Union No. 6, and that a copy be sent to the International Office for publication in the official Journal.

ALBERT E. COHN,
HARRY G. BRIGAERTS,
FRED S. DESMOND,
W. GIMMEL,
WM. H. URMY,
CHAS. WEST,
Committee on Resolutions.

CHARLES C. TERRILL,
President, Local Union No. 6.
CHAS. W. BOWMAN,
Secretary, Local Union No. 6.

L. U. No. 9, Chicago, Ill.

In the tragic death of James P. Noonan, our beloved, highly esteemed and efficient International President, Local Union No. 9, of the International Brotherhood of Electrical Workers, desires to pay its tribute to his memory.

In all things pertaining to the advancement of sound unionism, and especially for the interests of the International Brotherhood of Electrical Workers, Brother Noonan gave his very best efforts, and the success of the labor movement at the present time is in great part due to his untiring devotion and insight. The struggle of the workingman was his struggle and the workingman's point of view was always presented by him in a way which won the attention of his hearers. His efforts brought results very much to our advantage and all our members feel deeply under obligation to him. We recognize how powerful he was in our cause, both by act and in counsel, and his diligence in our behalf was unceasing.

Local Union No. 9 is proud that a member of our Brotherhood attained such a distinguished position among his fellows in the International labor movement and it is with unfeigned sorrow that we note his passing.

To the family of Brother Noonan Local Union No. 9 extends its heartfelt sympathy. The recollection of his good deeds and great usefulness is the important legacy Brother Noonan left to the memory of his family, friends and co-workers and in this recollection all the members of Local Union No. 9 join with his family in obtaining a measure of consolation in the departure of our dear Brother.

Fraternally submitted,
HARRY SLATER,
Recording Secretary, L. U. No. 9.
FRANK P. O'BRIEN,
IRWIN V. KNOTT,
DAN. A. MANNING,
LUTHER M. FEE,
Committee.

L. U. No. 17, Detroit, Mich.

We, the members of Local Union No. 17, I. B. E. W., of Detroit, Mich., have been called upon to pay our last tribute of respect and high esteem to our Brother, James P. Noonan, President of the International Brotherhood of Electrical Workers, who suddenly departed from us in the prime of life; therefore be it

Resolved, That we, as a union in brotherly love, extend our deepest and heartfelt sympathy to his wife and family; and be it further

Resolved, That we drape our charter for a period of 90 days in due respect to his memory, and that a copy of these resolutions be sent to his relatives, and a copy be sent to our Journal for publication, and a copy be spread on the minutes of our local union.

WM. FROST,
WM. McMAHON,
W. I. SPECK,
Committee.

L. U. No. 18, Los Angeles, Calif.

Whereas death has entered into our midst and taken from us International President James P. Noonan, who has been the guiding genius of our International Brotherhood for many years, and under whose guidance the Brotherhood has grown and prospered; and

Whereas in the passing away of our International President, his family suffered an irreparable loss; and

Whereas during his incumbency as an International Officer, he has given of his time, ability and genius without consideration for his own health and welfare; therefore be it

Resolved, That Local Union No. 18, I. B. E. W., in regular session assembled, on this 12th day of December, 1929, expresses its most heartfelt sympathy to his bereaved family and condolence to the members of the International Brotherhood of Electrical Workers; and be it further

Resolved, That a copy of these resolutions be forwarded to his family, a copy to the International Brotherhood, a copy to the Los Angeles Citizen and a copy to be spread upon the minutes of Local No. 18; and be it further

Resolved, That the charter of Local No. 18 be draped for a period of 30 days; and be it finally

Resolved, That when we adjourn we do so out of respect to our International President, James P. Noonan.

J. FRANK VELASCO, JR.,
THAD ROSE,
C. M. FEIDER,
Resolutions Committee.

WARRIOR

By A. McInerney, L. U. 377, Lynn, Mass.
Oh, noble chief, your task is done.

Through storm and strife,
The banner you carried high.

You kept the faith

A warrior true you die.

You held your place in the rampart's
gap,

When the foe had broken through,
Fighting a cause you knew was right,
The Brotherhood so true.

The mantle you wove of noble deeds,
This legacy we'll treasure,
Our Brotherhood will never die,
If we hold this trust full measure.

So carry on, his vision lives
To guide us on our way,
Pick up the torch Jim Noonan held
To lead us in the fray.

L. U. No. 59, Dallas, Tex.

We, the members of Local Union No. 59, of Dallas, Texas, bow to the Almighty God, who has taken from our midst our International President and Brother, J. P. Noonan.

We extend to the bereaved family our sincere sympathy, and commend them to God for comfort in their hour of sorrow; and therefore be it

Resolved, That our charter be draped for a period of 30 days in his memory, a copy of these resolutions be sent to our official Journal, and a copy be spread on the minutes of our local.

T. C. MORRISON,
T. C. ESTES,
H. M. DUKE,
F. E. CROSS,
Committee.

ROB ROY,
President.

L. U. No. 115, Kingston, Ont.

It is with deep sorrow we, the members of Local Union No. 115, I. B. E. W., mourn the loss of our esteemed friend and Brother, the late James P. Noonan, but Almighty God, the Supreme Ruler of all mankind, has seen fit to take him from our midst; be it

Resolved, That Local Union No. 115 acknowledges its great loss in the death of Brother Noonan and expresses its appreciation for his devotion to the principles of true unionism; and be it further

Resolved, That Local Union No. 115 express its sympathy to the family of our good and kind Brother in the hour of their bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother Noonan, and a copy be sent to the official Journal of our Brotherhood for publication and a copy be spread upon the minutes of Local Union No. 115; and be it further

Resolved, That our charter be draped for a period of 30 days in memory of our departed Brother.

A. E. KELSO,
President.
H. LEDFORD,
Vice President.
H. N. FORSYTHE,
Financial Secretary and Treasurer.

L. U. No. 124, Kansas City, Mo.

The news of the deaths of President James P. Noonan and of Vice President A. M. Hull came as a great shock to us.

We wish we could say something which would, even in a small way, lessen the sorrow of their relatives and friends; but knowing as we do that nothing, except trust in Divine Providence and reconciliation to the will of God can ease the suffering caused by such great loss, we extend our most heartfelt sympathy.

D. A. MURPHY,
Press Secretary.

L. U. No. 180, Vallejo, Calif.

We, the members of Local No. 180, I. B. E. W., of Vallejo, Calif., mourn the passing of our loyal, true and successful leader, James P. "Jimmie" Noonan, who so suddenly departed from us not only in the prime of life but in the prime of career.

Resolved, That we extend our love and heartfelt sympathy and condolence to his bereaved family and close associates, that they may be strengthened in their sorrow and bereavement; and be it further

Resolved, That our charter be draped for a period of 30 days, respect and tribute be spread upon our minutes, a copy sent to his bereaved widow, also a copy to International Office for official Journal publication.

E. C. REED.

L. U. No. 280, Salem, Oreg.

It is with deep sorrow we, the members of Local Union No. 280, I. B. E. W., mourn the loss of our esteemed International President, James P. Noonan. Since Almighty God, the Supreme Ruler of all mankind, has seen fit to take him from this world; be it

Resolved, That we, the members of this local, extend our heartfelt sympathy to the bereaved relatives in their hour of sorrow; and be it further

Resolved, That our charter be draped for 30 days in memory of our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to the International Office for publication in our Official Journal and to be spread upon the minutes of Local Union No. 280.

L. D. HOWELL,
Recording Secretary.

L. U. No. 349, Miami, Fla.

Whereas James P. Noonan has been taken from our midst by the Divine Power; and

Whereas he had been an International Officer for a quarter of a century in this organization; and

Whereas he was personally known to thousands of men who were glad to call him friend; and

Whereas the great loss of his unselfish service will be deeply felt in all sections of the United States, Canada and Newfoundland; therefore be it

Resolved, That Local No. 349, I. B. E. W., stand in silent prayer for one minute for four regular meetings; also be it

Historic Meeting at St. Louis Recorded Officially

SPECIAL meeting of the International Executive Council, called to order by Chairman Ford, at the Lenox Hotel, St. Louis, Mo., December 7, 1929, at 3 p. m.

Members present: G. W. Whitford, F. L. Kelley, M. P. Gordan, Edward Nothnagel, M. J. Boyle, C. G. Gadbois, C. F. Oliver, Charles P. Ford.

The chair announced that the council had been called in special meeting to discharge its duties as provided by the constitution relative to the matter of filling the vacancy in the office of the International President, caused by the untimely death of International President James P. Noonan, and to dispose of such other business as could be properly placed before the council at such meeting.

It was moved and seconded, that a resolution relating to the death of our International President, James P. Noonan, be drafted and embodied in the minutes of the council, and that a copy be sent to the family of the deceased. The following resolution was unanimously adopted:

"Whereas through the unexplained ways of Providence, our beloved friend and honored President, James P. Noonan, has met death, in the midst of a crowded and useful life;

"Whereas due to his own abundant energy, unabating zeal, devotion, loyalty and talent, he has written his name large among the labor statesmen of the new world;

"Whereas he has played important roles in the construction, power, railroad and telephone industries of the nation, and has left written record of his services to these and to the nation;

"Whereas he carried his union's standard high in the councils of the American Federation of Labor, and other national labor bodies, and has received from employers, statesmen, economists, labor leaders, press and friends, the praise that was his just due; be it

"Known, That it has devolved upon us, as his friends and long-time associates, to speak of him as a comrade and colleague. He was ever an able leader, a just presiding officer, a helpful councillor, a brave and tireless warrior, and a fearless servant of the common good; be it therefore

"Resolved, That we take this means of paying our respects to his faithful wife and grieving children, and of preserving for posterity this record of a generation's unselfish service to this union."

The chair announced that the next order of business would be consideration of the matter of filling the vacancy in the office of

Resolved, That the charter be draped for a period of 30 days and that a copy of the resolution be sent to Mrs. James P. Noonan and published in the Journal.

J. W. ELDER,
R. H. COLVIN,
F. B. KELLY,
E. E. CROWSON,
A. J. TAUNTON,
Ex. Bd. Local 358.
W. O. POST,
President.

L. U. No. 358, Perth Amboy, N. J.

It is with the deepest regrets and sorrow that we, the members of Local Union No. 358, I. B. E. W., Perth Amboy, N. J., mourn the loss by sudden death of our International President, Brother James P. Noonan.

Whereas during his many years as an official of our Brotherhood he was an untiring worker and consistently worked for the ideals of which this organization was founded;

Whereas he was a true and loyal officer of our Brotherhood and departed in the midst of his great work in the field of labor.

Resolved, by Local Union No. 358, I. B. E.

Minutes of special meeting of International Executive Council.

International President, and stated that the council was limited in its selection, under the laws of the Brotherhood, to vice presidents of the organization.

The chair also suggested that inasmuch as several hundred members of the Brotherhood were present in St. Louis, on account of attending the funeral of our lately departed President, and as a large number of these members had been delegates to the recent convention of the Brotherhood, representing their local unions, they be invited to attend the meeting of the council for the purpose of expressing their views, and offering to the council suggestions concerning the matter of a successor to our late departed president.

It was regularly moved and seconded that all members of the Brotherhood present in St. Louis be invited to attend an open meeting of the council, and that the council act as a committee of the whole to extend invitations to Brotherhood members. Carried.

The council recessed for the purpose of meeting members of the organization and inviting them to the open session of the council.

The council resumed session at 4 p. m. Present at the meeting, in addition to members of the council, were a large number of members of the Brotherhood from many sections of the country.

Motion was made and seconded, that the council and all present stand for three minutes in silent meditation and prayer, out of respect to our late departed International President. Carried.

Following the carrying out of the above motion, the chair invited all members who desired, to express their views concerning a successor to our late International President. After all members who desired had outlined their views, the chair announced that the council would go into executive session.

In executive session the following motion was regularly moved and seconded: That in compliance with the constitution of the Brotherhood, and in discharge of its duties thereunder, the vacancy created by the death of International President James P. Noonan be filled by the appointment of International Vice President H. H. Broach; said appointment to become effective immediately. Motion unanimously carried.

W., Perth Amboy, N. J., in meeting assembled, That our most heartfelt sympathy be extended to the bereaved family of our esteemed Brother and International President.

Resolved, That a copy of these resolutions be spread on the minutes of this local union and that a copy be sent to the family of our deceased Brother, also a copy to our official Journal of Electrical Workers for publication; and be it further

Resolved, That we stand in silence for a period of one minute or more in silent prayer in memory of our departed Brother and International President; that our charter be draped for a period of 60 days.

OFFICERS OF LOCAL NO. 358,
WM. H. McDCNOUGH,
Press Secretary.

December 13, 1929

L. U. No. 427, Springfield, Ill.

It is with deep regret and sorrow that we learned of the untimely death of President Noonan, who was also a member of our Local Union No. 427; and

Whereas during the many years he has been associated with us he has been an outstanding

International Secretary Bugnizet appeared before the council and advised the council that he had just received information concerning the death of International Vice President A. M. Hull.

Moved and seconded, that a telegram of condolence be sent the family of our late departed International Vice President, and that a resolution relating to his death be prepared and included in the council's minutes, and a copy thereof be sent to the family. Motion carried. The following resolution was adopted:

"Whereas this organization was called upon to bear the shock of tragedy in its official family twice in the same fateful week;

"Whereas through fatal circumstance the second Brother and associate to cross into 'mystery and light,' became a member of the official family at the same hour that President Noonan became the elected head;

"Whereas he, our Brother, A. M. Hull, was ever a friend and helper of our great departed leader, it is, in consequence, fitting that this council chronicle his life and service at the same historic meeting, at which we record the service and accomplishments of our President;

"Whereas it is known that Vice President A. M. Hull worked in a difficult and strenuous field, that he served with loyalty, enthusiasm and efficiency; that he, like his departed superior officer, laid down his work only at the summons of death; therefore be it

"Resolved, That this council, speaking for the entire organization, record his unselfish labors, deplore his passing and his loss to the union, reach out in sympathy to his wife and family, and make public acknowledgment for all time of his accomplishments for his fellows."

It was regularly moved and seconded, that in behalf of the Brotherhood, an expression of appreciation be sent to the American Federation of Labor, the Railway Employees' Department, the Building Trades Department, the Metal Trades Department, the Union Label Trades Department, and to the publication, "Labor," and to the various affiliated International Unions and civic organizations who have so kindly manifested their sympathy at the loss sustained by the Brotherhood through the passing of International President Noonan.

There being no further business, the council adjourned.

(Signed) M. P. GORDAN,
Secretary.

worker in our local union, and has helped same through many difficulties, to show our appreciation of same, we extend to his wife and family our sincere sympathy in their bereavement; and

Resolved, That a copy of this resolution be sent to his wife and family, a copy to our official Journal, and that in deference to his memory, our charter be draped for a period of one year.

R. S. HAWKINS,
President.
JAY RITTER,
Secretary.
E. J. DAVIS,
Committee.

L. U. No. 453, Springfield, Mo.

Whereas Local Union No. 453, I. B. E. W., Springfield, Mo., deeply regrets the passing of our esteemed President, Brother James P. Noonan; therefore be it

Resolved, That we extend our sincere sympathy and condolence to his bereaved family, that they may be strengthened in their sorrow and bereavement; and be it further

(Continued on page 55)

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Official Publication International Brotherhood of Electrical Workers

Devoted
to the
Cause



of
Organized
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No. 1

Labor, A Step-Child "The challenge to the American workman today is to unite with his fellow producers for the sale of his labor and thereby place himself in a position to bargain effectively with those to whom he sells. Labor should mobilize its economic power on a national scale."

Suppose that Secretary of Labor Davis should go up and down the land saying these things; suppose he should use the bulletins of the U. S. Government to advocate the doctrine of unionization, what would he get? That will be left to the imagination. But a member of the President's cabinet is preaching this very doctrine—this excellent doctrine—of organization, only it is not to American labor. Let us quote him:

"The challenge to the American dairyman today is to unite with his fellow producers for the sale of his product and thereby place himself in a position to bargain effectively with those to whom he sells. Dairying should mobilize its economic power on a national scale." This is what Secretary Arthur M. Hyde of the U. S. Department of Agriculture, told the National Cooperative Milk Producers Association at St. Paul. Secretary Hyde is not content with urging the dairymen to organize. He wants every branch of agriculture to organize. He sees "mergers of corporations with vast accumulations of capital" as a threat to the economic existence of farm groups.

This is refreshing. We congratulate Secretary Hyde. We congratulate the farmers. And in no spirit of self-pity, we condone with American labor. Who urges American labor to organize? What federal department puts its facilities behind the organization of American labor? Not only the Department of Agriculture but the Department of Commerce is a good organization agency. It organizes business men. But no department organizes workers. We do not blame Secretary of Labor Davis. We know what he is up against. But we see no reason why labor should not smart under the inequality of treatment.

This is not all. The courts of the United States are seeking to legalize inequality of treatment in another direction. This injustice can be best seen by an example. Suppose President Hoover called Secretary Hyde in after his speech on organization in St. Paul, and dismissed him. Suppose the "vast corporations" of which Secretary Hyde speaks formed a

League of Agricultural Rights. Suppose this League brought an injunction against the milk producers to halt them from using their economic power, as Secretary Hyde said, "to bargain effectively". Suppose this injunction were granted. Suppose it was carried to higher courts, to the U. S. Supreme Court, and the lower court was sustained. Suppose the milk producers had to face these obstacles, how would they thrive? But these are exactly the things labor unions, industrial producers, face every day.

Business men are the favored children of this era. Farmers are beginning to be taken back in favor, but labor is a step-child.

A Glance Forward Where building was already under construction, the stock market debacle and the business recession that preceded it, and followed it, were not of sufficient intensity to interrupt work. In certain cities where the amount was sufficient, this meant continuing employment. In others, unemployment in basic trades has brought its recurring round of inconvenience, suffering and lowered production. The money released from speculation is supposed to bring more ready cash to bear upon needed construction projects, but on January 1, money for legitimate building enterprises was not easy to secure. Still it is hoped and expected that construction will go along at almost customary intensity, under the whip of Hoover's leadership. If it does, this will tend to galvanize all trade into activity. Automobile production—another index of prosperity—will be about 20 per cent off in 1930, it is predicted. This is bound to produce a lowered tone in an important industry, affecting many sidelines. The prospect for 1930 is—as cautious business writers are fond of saying—of sober character. It will not be a panic year—but business will be slow. This is serious, when one remembers that we already have a permanent reservoir of unemployment due to machines.

Electrical workers can take what comfort they can out of the situation by realization that the building trades will probably be better off than some others.

By Way of Explanation The JOURNAL in December strongly advocated formation of a National Economic Plan Board, and acknowledged it felt encouraged by the series of industrial conferences held by President Hoover. The sequel of these conferences did not prove so provocative of hope. Julius Barnes, whom newspapers took delight in labelling the President's prosperity promoter, came out with a committee on prosperity, that created two, we think, false impressions. The first, that Barnes' committee was the President's choice, and the second, that it was an economic plan board. It was neither. President Hoover would not dare to create a committee with official approval as obviously biased as this one. Such a biased body would not serve in a scientific capacity of planning anything. It was a committee of big business men, drawn with one exception, from anti-union industries. It was a chamber of commerce committee. It had no man of real industrial statesmanship upon its roster. When a national economic plan board is actually set up, it will have representatives of union industries and of organized labor as well.

Five-Day Week Pays Early returns from the firing-line of industry supports organized labor's contention that a five-day week is practical. The Industrial Conference Board, an employer's research agency, sent a questionnaire to executives of 127 companies having the five-day week. The returns, now made public, show

That 68 per cent of the plants had maintained or increased production.

That 75 per cent expressed no complaint at the reduction in hours.

That higher output per hour throughout the week had been maintained.

Attendance and punctuality had improved.

Morale of the working force was raised.

It is believed too early, however, to measure the effect on production, generally, and to make generalizations. An article in the *American Contractor* for December 7, 1929, by H. H. Fox, vice president, Turner Construction Company, tends to support labor's contention that production had already reached such a pitch of activity as to warrant the introduction of the short work week. This construction company has kept work charts on jobs since 1913. These charts indicate that production started to climb in 1925, and had reached almost a 50 per cent increase by 1929. "From the above," Mr. Turner concludes, "it may reasonably be assumed that labor is giving something for its increased pay."

An Injunction Reversed Those anti-unionists who are seeking to smash trade unionism through the courts

will be disturbed by a recent decision of the Wisconsin State Supreme Court. This decision reviews an injunction secured by David Adler and Sons Co., of Milwaukee, against members of the Amalgamated Clothing Workers of America. The court was not content to deny the injunction, it scathingly excoriated the policy of the employer in seeking to secure the aid of the court in an unethical procedure.

"Plaintiff pursued a course of conduct that precipitated a labor war," said the court. "When the tide of battle seemed to be settling against it, the plaintiff sought to withdraw from the field to which it had deliberately gone and appealed to a court of equity for protection from the consequences that naturally followed from the course of conduct it had deliberately pursued.

"A court of conscience will not extend its strong arm to protect one who has pursued such a course of conduct. It will leave such applicant for relief where it had deliberately chosen to place itself."

Even a child can see the justice of this decision. Here is no high-flown legal language, and here is no hair-drawn legal sophistries; it is plain, honest, just analysis of an impossible position on the part of the employer. It makes one believe that the Wisconsin State Supreme Court is indeed a "Court of Conscience" not a court of policy.

We cannot help from tingling our satisfaction with this decision with cynicism. We expect to see the League for Industrial Rights, which is one of the amazingly ludicrous phenomena of our civilization, use this decision as proof of the

justice of the courts in labor disputes. This League of Ill Faith, which exists solely to secure bad decisions against labor in the courts, and to glorify the judges who render them, will seek to capitalize one favorable decision to labor to the credit of 100 rendered against labor. As for us, we congratulate the State Supreme Court of Wisconsin, and turn away swiftly with face hardened toward those who elsewhere are seeking to fasten out-worn legalities upon labor unions.

Announcement The International President announces the appointment of E. D. Bieretz, of Baltimore, as Vice President. In making the announcement, President Broach stated he considered Bieretz one of the ablest men in the movement. Another vacancy among vice presidents is still to be filled.

Broach and the Press The traditional unfairness of the daily press to labor unions and their representatives has been dissipated somewhat in late years. In one or two instances the old habit of mixing half-truths and lies with statements of facts, however, reasserted itself, when dealing with the selection of H. H. Broach to the presidency of the electrical workers. A few newspapers sought to paint a picture distorted in every line. One of these, the *Milwaukee Journal*, expressed the important fact in Broach's make up with "Labor leader wears spats, is manicured." This dignified organ of fair journalism, which once won a Pulitzer prize, peddles the gossip that Broach is a college man, and describes him as simulating a Sunday school superintendent air, and carrying a bodyguard because of the enemies he has made. Broach has never worn spats in his life, but, if he did, what of it? Is there a class uniform in this country, and may \$50-a-week reporters wear spats without comment while a \$10,000-a-year labor leader can not? Broach's attainments as a speaker, his knowledge of human history, and his acute insight into human psychology are slightly beyond the attainments of most college men, but he carries no college degree. Neither does he employ the services of manicurists. During the last year, he has not been in first-rate physical condition, and he has had massages and artificial sunlight baths. But does this mean he is a kind of creature apart from the crowd, unsympathetic to the unionists he serves? Electrical workers know well enough that Broach has keen sympathy with and acute insight into their problems. He has been in the service of the union 21 years, and belongs to it heart and soul. All of this twaddle in the press is, of course, written to do damage to Broach, and to unionism. It is not backed by reason or principle. Happily, most newspapers treated his appointment with dignity and accuracy.

"In the meantime, a new economic order has arisen which rests on specialization and division of labor as emphatically as the economic order of the past three centuries had rested on competitive individual achievement. The world has become colonized and crowded and economically unified. Restlessness and versatility are no longer economic virtues. The claims of authority and organization are making themselves heard. But as they are asserted in the vocabulary of individualism, there is inevitably confusion."—Roscoe Pound.



CHILDREN'S NEW CLOTHING DESIGNS WILL BE BOON TO MOTHERS

By SALLY LUNN

A REVOLUTION is being fomented right in a government bureau! Even though it's a bloodless revolution and certainly is going to do a great deal of good, there is no doubt that it portends radical changes. The Bureau of Home Economics of the Department of Agriculture, has been making a study of children's clothing, both the ready made type and the commercial patterns offered to mothers who sew; and after trying them on children and finding that the sizes were wrong for the normal age, that the small boy's trousers were all right to stand up in but not to sit down in, and that the buttons were too many, and in the wrong place, that no provisions were made for letting down as the child grew and therefore the mother would have to buy a garment in a size too large and let the child grow into it—well, and a lot of things like that, that you must have noticed yourself if you have children—they decided to try designing children's clothes in a logical manner.

And what they have done seems like the answer to a mother's prayer—to a child's, as well, perhaps, for a good deal of uncomfortable fidgeting is due to clothes that don't fit well.

I wish you could see the rows of little garments on their pink enameled hangers, on display at the Home Economics building, and compare them with ready made clothing, even of the better quality! Of course, expert seamstresses of the bureau have put fine work into these little clothes, but the designs are so simple that I am sure a home dressmaker would find them easier to use than what she has been used to.

Materials chosen are chiefly cotton for indoor and summer clothes, for cottons have been found to be durable, inexpensive and to withstand frequent washing. For the child under two there are soft, smooth fabrics, such as the fine grades of gingham, cotton charmeuse, cotton crepe, sateen, prints, and broadcloth. Nothing stiff, heavy or scratchy. The older child can wear more sturdy fabrics such as galatea, khaki, gingham, suiting or poplin. For the little girl's party dress fine voile, dotted swiss and organdie have been used, in garments of charming simplicity that may be laundered with little effort.

Trimmings are "structural"—that is, they emphasize the structure of the garment. They usually consist of applied bands of a contrasting color at sleeves, the bottoms of panties, and front placket. Instead of attached collars, applied bands of material to simulate a collar have been used; bureau experts declare that collars are uncomfortable for the child and a nuisance to iron. Every garment has been provided with at least one pocket, placed where it is easy to reach. Little party dresses are embellished either with two or three rows of fagoting around the neck; a line of feather-stitching around the flat collar and down the front opening, shirring, ties or applique designs.

Rompers Favored

For general wear the romper is the favored type for the child, from the "creeper" to the "runabout" of six to eight years. But instead of using the old patterns, the bureau experts have worked out new designs, keeping some of the old features and discarding others which they felt were not there for a logical purpose. The romper has been opened down the front so the child can dress himself instead of running to mother about the buttons. Instead of elastic, a loose band finishes the bottoms of the panties; this allows the garments to pull up comfortably on the legs when the child sits down or bends over.

"Elastic is a nuisance," said Miss Clarice Scott, who was showing me the exhibit. "It restricts the child's circulation—haven't you seen the red marks around their little legs? Many children are needlessly uncomfortable because they don't know how to tell their mothers what annoys them. Besides, elastic always either shrinks or stretches, and has to be replaced often in a garment that is washed frequently."

Miss Scott had many hints for the home seamstress. She says—

"Have your child turn summersaults while you fit him so his rompers will be loose enough. Attach the buttons with tape and small 'stay-buttons' on the inside, to keep them from tearing out. Use few buttons—large ones—and no belts. If you don't like to make button holes, use a crocheted edge and loop finish, or fabric loops. But make the loops large enough to unfasten easily. Raglan or kimono sleeves allow the most freedom and should be cut full enough so they won't be outgrown. We cut the rompers so they will hang above the knee, but put extra fullness for bending and sitting, in the width of the panties."

The old drop-seat closing couldn't be done away with, but the Bureau's designers did improve it by putting the buttons two on each side, instead of one on each side and one in the middle. That middle button was always hard for a child to reach. Then the "shirt tail" is made extra long so no gaps will show.

In the summer time, the Home Economics Bureau authorities agree with advanced medical opinion, that the child should receive all possible benefit from the healthful rays of the sun. You'd exclaim with joy over the cunning sun suits they have made. These are similar to rompers, but expose more of the neck and arms. Some have transparent tops of loosely woven marquisette or net. A little net waist with button-on trousers has been devised for the little boy and some jaunty net and cretonne outfits for the small girl. A neat ensemble for the very young miss consisted of a transparent net waist, with printed panties buttoning on, and a dress to match the panties to wear over it. This is suggested for coolness, since it does away with undergarments, and the sun suit may be used separately, as on an excursion

to the beach. Edges of the net on these garments are trimmed and strengthened with bias binding tape in color to harmonize with the panties.

Almost Automatic

And in the winter time, instead of needing mother's help to put on sweater, coat, leggings and what not, even the toddler can clamber into his wool play suit and pull the slide fasteners that snugly close the front and the leggings. These cute suits make a child look like a cuddly woolly bear, but practical features have not been forgotten at all. For example, the leggings fasten up the front instead of on the side, making them easier to step into and to fasten; the suit is in one piece with no cumbersome fastenings; and although a drop seat is provided in the back, the upper part of the suit comes down in a fold to cover the junction, to keep snow and rain from getting inside the suit.

Sometimes two of these suits may be worn, one over the other, in cold or rainy weather, such as a warm kasha suit on the inside, and a closely woven, light weight wind-proof cotton cloth, on the outside, the two layers being practically impervious to the weather.

Any child would adore the "eskimo suit" of closely woven, fluffy wool, that has a hood to match. There's also a pert kasha play suit with knitted leggings, wristlets, collar, and a smart tam. By the way, the Bureau experts say, why not use bright colors for children's outer garments? The children love them, and there's no chance of a motorist failing to see a child in a bright red, blue, green or orange suit.

There are also many clever ideas in the Bureau's designs for the small boy's suit and the little girl's dress.

So you see, there is all the material for a revolution in children's clothing. It is only necessary to compare these garments with the ordinary ready made children's wear to see how superior they are. Not only are they more comfortable for the child but they make it possible for him to dress and undress himself at an early age, which saves the mother's time and contributes to the child's independence and good habits. And they are unbelievably easy to launder. Little cotton crepe rompers may be washed out as easily as a pair of silk hose. This means that the child may be kept neat with less bother, and fewer garments will be necessary.

Hope to Reach Makers

The Bureau hopes that its designs will be used by clothing manufacturers, to whom they are freely offered. And I suppose that when the demand by mothers for sensible as well as attractive children's clothing is expressed strongly enough, we'll really be able to buy some made from these designs.

But in the meantime, the mother who sews can dress her children in these "advanced styles"—for there is no doubt they are far in advance of most children's styles. Patterns for some of these designs are offered

(Continued on page 62)

Fashions for Children are smart and sensible

as designed by the Home Economics Bureau
of the U. S. Dept. of Agriculture.



The young lady above can dress herself - because her modish rompers button like a coat-dress, right in front.



All set for a big time at the beach or in the back yard, dressed in comfortable - healthful - sun-suits.

Cold weather doesn't worry us (below) in our snug woolen play-suits that fasten conveniently down the front ~ ~



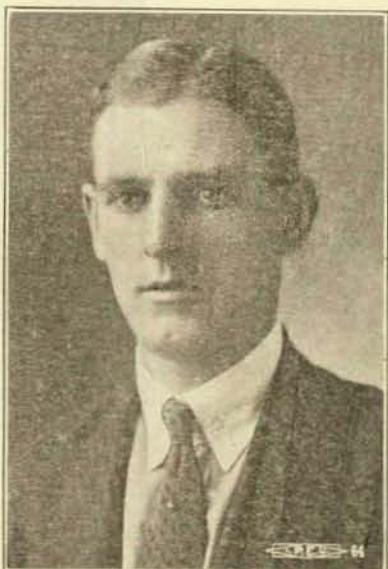
Two cheerful young men on the left are showing what the gentleman of six favors in apparel for school - and play -



The Eskimo above, has a comfy hood, in addition to other charms

100-341

A. M. Hull, Vice President, Dies in New Orleans



A. M. HULL, VICE PRESIDENT

Born August 2, 1888

Died December 6, 1929.

A. M. Hull, vice president of the International Brotherhood of Electrical Workers, died in New Orleans, his home city, December 6, 1929. His death almost coincided with that of President Noonan's, a fact of interest, inasmuch as Brother Hull became vice president of the organization in 1919, the year President Noonan became elected head. Hull had been business agent of Local Union No. 130, New Orleans, before entering the official family, and had achieved an enviable record as a local union

official of energy and loyalty. The local unions in the vicinity of New Orleans knew him as a worthy servant of the union, and will feel his loss deeply. He entered his regional duties with energy. He knew the south, and understood the problems of labor there. He faced unusual difficulties, and pressed forward valiantly against them. A year ago, he contracted tuberculosis, an occupational disease, and this was the cause of his premature taking off. He is survived by a wife and mother.

CONSTRUCTIVE HINTS

Radio Batteries. This type of Tungar is especially adapted for charging "A" batteries for radio receiving sets. It is rated at two amperes with a 6-volt battery and will deliver two amperehours per hour of charging. The number of amperehours replaced should be about 30 per cent higher than that taken out of a battery. For example, if a three-tube receiving set (one ampere per tube) is operated three hours, the battery will deliver nine amperehours. The Tungar should be operated approximately six hours or a total of 12 amperehours to replace this amount of discharge. Keep the battery in fully charged condition at all times by charging frequently.

Always have the leads from the battery to the radio set disconnected when charging.

The radio set is grounded, and trouble will occur if these instructions are not followed.

Always pull the attachment plug out of the socket. Never merely turn off the socket switch when you desire to discontinue charging. Make the Radiotron filament connections direct to the battery and not to the Tungar leads. A safe arrangement is to have a small double-pole double-throw switch, the battery being connected to the blade terminals, the Tungar to the terminals on one end and the bulbs to the terminals on the other end.

Do not charge your storage B batteries until you have a proper attachment and the correct instructions. Ask your dealer for further information. If you have a proper attachment, do not charge both the A and B batteries at the same time.

AUTOMATIC SWITCHING EQUIPMENT FOR A. C. RECLOSED SERVICE

Installation. The control devices are mounted on switchboard panels and it is only necessary to see that the assembled switchboards are properly installed and connected.

In cases where the oil circuit breaker is mounted at a distance from the panel, the wires on the back of the panel are brought near the edge and connected to numbered binding posts.

Where the equipment is self-contained no terminals are used. Connect the panel as indicated and check all circuits after the connections are made.

Operation. Alternating-current automatic switching equipment does exactly what an operator would do, namely, reconnects an a-c feeder or load to its source of power a number of times after it has been disconnected by the operation of an overload relay.

The standard equipment includes overload relays which cause the oil circuit breaker to open and disconnect the load in case of an overload or short circuit.

A combination of reclosing and notching relays allows the circuit breaker to be reclosed twice before the circuit is finally locked open by the action of the notching relay. This relay is designed to open its contacts after the coil has been energized three times, providing the time interval between each impulse is less than a predetermined period. If the overload or short circuit disappears and does not recur with the predetermined period, the circuit breaker remains closed on the first or second step of the notching relay and interruption of line service is avoided. In this event the notching relay returns to its first position and a subsequent overload will start a fresh sequence of operation.

In detail, the sequence of operation is as follows:

1. An overload occurs on the line.
2. The overload relay trips the circuit breaker.
3. The circuit closing auxiliary "b" switch on the circuit breaker is closed.
4. The notching relay makes one step instantly.
5. The reclosing relay operates in a definite time.
6. This relay permits the control relay to be energized.
7. The circuit breaker then closes.
8. The circuit closing auxiliary "b" switch on the circuit breaker is opened.
9. The reclosing and control relays are de-energized and then open.

10. The notching relay starts to reset and will do so if the circuit breaker does not open again within a predetermined time. If it should reset, the first step made as described above will be lost and all further action will be as if the breaker had not opened at all.

If the circuit breaker opens within this predetermined time before the notching relay resets, the complete cycle will repeat itself excepting that the notching relay in this case will make the second step.

If the circuit breaker opens the third time before the notching relay resets, the latter will make the third and final step and will lock the main control circuit open until the equipment is inspected by the operator and the notching relay reset by hand.

DIRECT-CURRENT SHUNT MOTORS

Type RC Form F. Vertical G. E. Operation

Before Starting a Motor for the First Time:

- (1) See that the voltage on the motor nameplate corresponds with the line voltage.
- (2) Check all connections to the motor with the wiring diagrams.
- (3) Make sure that the oil plugs are tight and that the oil well is filled with a good grade of light mineral oil to the top of the oil filler.
- (4) Remove all external load if possible and turn the armature by hand to see that it rotates freely.

Before Putting Motor in Service it is desirable to operate without load long enough to determine that there is no unusual localized heating.

Starting.

- (1) Be sure that the starter handle is in the off position.
- (2) Close the circuit breaker (where used) or the line switch.

(3) Move the starter handle firmly to the first contact point and hold it there two or three seconds to allow the motor armature to accelerate slowly; then move the starter handle slowly from one contact to the next until it is in the short circuit position where it will be held by the retaining magnet or pawl.

Stopping.

- (1) Trip the circuit breaker (where used) and open the line switch.
- (2) Be sure that the starter handle has been returned to the off position by the time the motor has stopped.

Care

To insure the best operation, make a systematic inspection at least once a week. Give the following points special attention:

Cleanliness. Keep both the interior and exterior of the motor free from water, oil or dirt. Wipe the exterior and clean the interior by compressed air or a small bellow.

Bearings. To avoid excessive heating and wear of the bearings, see that the belt tension is no greater than necessary to transmit the output of the motor. When the bearings are unduly worn, replace them.

Radio-Telephones to South America Next Year

According to an announcement made by the American Telephone and Telegraph Company, plans are now being formulated for radio-telephone service linking North and South America. The initial service will be between New York and Buenos Aires, and it is expected it will be in operation during the spring or early summer of 1929. Construction permits, to be followed by operating licenses, have already been issued by the Federal Trade Commission for nine short wave channels in addition to the short wave channels already used by the Telephone Company in Transatlantic telephony. The transmitting and receiving apparatus is already under construction.

While the first service will be only between New York and Buenos Aires, extensions by means of land telephones or radio will eventually make it possible for any city in the United States or Canada to communicate by telephone to any South American city.

Electricity on the Farm

National Experiment Station to be conducted in Washington. During the past few years, the National Electric Light Association, in collaboration with governmental and farm organizations, has been conducting experiments in 17 states for the purpose of determining to what extent and at what cost electricity can best be used on farms throughout the United States, to enable the farmer to enjoy the same conveniences as people living in the cities.

Now it has been announced that the National Electric Light Association is to conduct a five-year rural electrification experimental project in the vicinity of Washington, D. C., which is to be carried out on a far more elaborate scale than the farms selected for experimental purposes throughout the states.

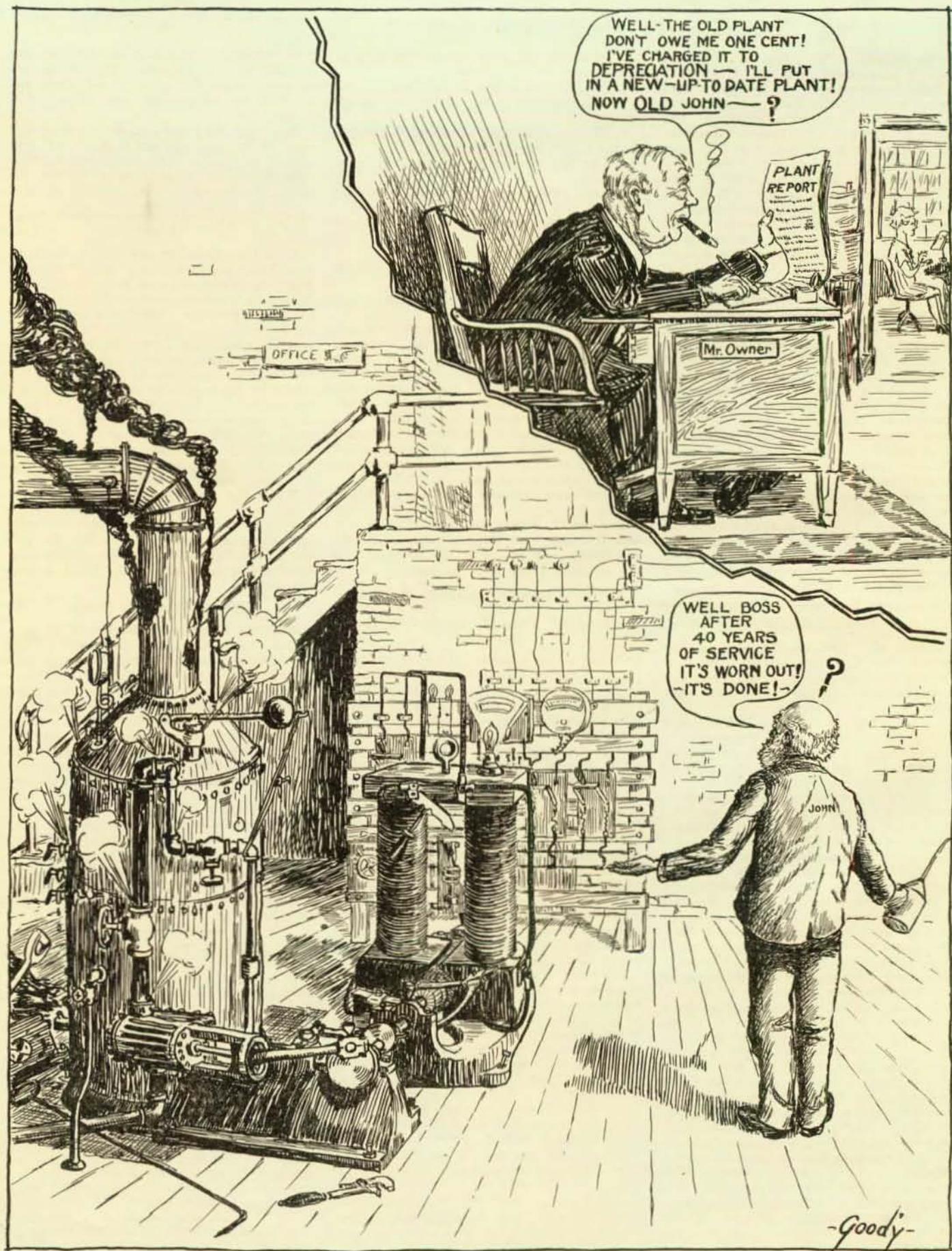
Work That Is Good

It is right and necessary that all men should have work to do which shall be worth doing, and be of itself pleasant to do; and which shall be done under such conditions as would make it neither over-wearisome nor over-anxious. Turn that claim about as I may, think of it as long as I can, I can not find that it is an exorbitant claim; yet again I say if society would or could admit it the face of the world would be changed; discontent and strife and dishonesty would be ended. To feel that we were doing work useful to others and pleasant to ourselves, and that such work and its due reward would not fail us! What serious harm could happen to us then?—William Morris.

Order your 1929 bound copy of JOURNAL Now, at \$3.75 per volume, prepaid.

INVENTORY

Drawn Especially for Electrical Workers' Journal by Harry S. Goodwin



ON EVERY JOB

There's a laugh
Or Two

Much obliged to "Tip" of Local No. 65, for the big snicker of the month. You'll find it in the line below:

Fell For This Line Yet?

Be an electrician—successful students earn \$50 to \$200 per week.

Lydia Pinkham's compound did it.

Salary loans—privacy—no inconvenience. Jones—Tennessee—sold 80 first hour; his profit \$97.25.

Enjoy cash prices on credit terms.

Not a cough in a box-car full.

We serve the best coffee in town.

Ford runs 57 miles on a gallon.

Bargains today—ladies pumps only \$17.49.

Bones ache? Feet perspire? Teeth loose?

Sargon cures everything.

We can save you money.

Big gusher expected momentarily in wild-cat oil-hole.

T-H-A-T long! Musta weighed 'leven pounds—snapped line and pole just like that! Bing!

Send no money—it's absolutely free.

Tip,
Local No. 65.

Not So Comfortable, Now!

"John," said Mrs. Rollinginwealth, "I hear a seat on the stock exchange sold for \$500, 000 the other day."

"Well, what of it?" growled her bootlegger husband.

"I was just thinkin' you ought to get one for our living room."

"Should a husband keep anything from his wife?" asks a writer.

"Enough for lunch and carfare, we should say"—Boston Transcript.

Happy Days!

The dear old lady was chatting amiably with the innocent elevator boy as the lift rattled upward.

"Don't you find this work monotonous?" she asked.

"Oh, no, mom," came the reply. "Sometimes it's quite exciting. Only yesterday a man started to get out too soon, and got his head cracked; and last week the machinery broke down, and two people were hurt. And now this 'ere rope looks sort o' weak. I shouldn't wonder if it broke any time. And the engineer's ill today, and a hamatoor's on his job. It all makes things interestin'!"

And Don't We Agree With Him?

Julius Rosenwald, in an address in Chicago, advocated short hours and long vacations.

"I love work," he said. "All successful people love it. It is one of the best things in the world. Yet work must not be carried to excess."

"Work, carried to excess, from being a virtue becomes a vice, just as four aces in a card game fill every heart with admiration, while five cause all manner of trouble, hatred and turmoil."

Here's a boost for the linemen, and from a woman, too. It seems she married one, and she likes him and his buddies. Well, well, well! The wirepatchers will be all in a heap when they hear this:

A Boost For the Linemen

By FREDA WILD

I've knocked the men of every trade;
I've knocked the men of every clime;
And I have knocked the linemen,
And knocked them all the time.

But as I reconsider,
Why, the linemen are not bad;
For, of all the people that I know,
They're the only real friends I have had.

A lineman will prove a friend in need
When your back's against the wall;
A helping hand he'll lend, indeed,
He will not see you fall.

Now if you see a lineman smile
Don't think he has no sorrow,
But a lineman's motto is—
"Save worry till tomorrow."

He does work of the hardest kind;
He's always facing danger;
And with his hard-earned money
He'll even help a stranger.

He may seem rough and ready,
Not always spick and span,
But underneath that roughness
You'll find he is a man.

Pawtucket, R. I.

Some handy hints that may keep you out of trouble:

Stray Fields

Don't tell me your k. v. a. without mentioning your p. f.

Don't set your circuit breaker too high—something else might let go.

Does your regulator boost, or is it cut out on that side?

Do you go on the line leading or lagging?

Are you in series with your job, or in shunt?

A straight line is the shortest distance between two points—so is a short circuit.

Try your rubber gloves on the ground bus— it is safer.

In transmitting and distributing your knowledge, remember there will be no trouble in finding a dielectric equal to its tension.

The capacity of the earth to receive is indefinite. N. B.: Don't get next.

Only post holes begin at the top—so be satisfied.

Does your logsheet curve look like a ragged picket fence with the gate missing, or like a profile plan of a boulevard with a hump at the lunch hour?

In brief—per se: Man hole covers are not used as lightning arresters.

JOHN R. FRAZER,
L. U. No. 567.

A Chicago chemist says the watermelon is 92 per cent water. Does he include the melons that are cut in Wall Street?

—LOUISVILLE TIMES.

A blithe ballad from Cicero, Ill., is sent in by John Donlin:

The Octopus and the Eel

An octopus of hideous mein
Abode beneath the tide;
His appetite was large and keen,
And would not be denied.
His tentacles were lithe and strong
And always in high gear,
Each one a writhing sinuous prong
The monster's prey to spear.

He browsed around the coral parks
And through Sargasso vales,
To feed on shrimps and seals and sharks
And even smallish whales.
When this great creature raised his head
And bared his fangs to bite,
The battling barracuda fled;
The porpoise paled with fright.

The octopus, when cruising round
One day, to seek a meal,
Upon a reef of boulders found
A large electric eel,
Which was not terrified a bit,
But coiled upon a rock,
And there proceeded to emit
A thousand-ampere shock.

You think perhaps the greedy brute
When this he felt and saw
Forthwith abandoned the pursuit
And fled away in awe.
But nothing like that did he do;
He gave a scornful scoff
The while he bit the eel in two
And shut the current off.

Moral: "Alas, if I had only used rigid conduit, as specified in the code," sighed the eel. "It would have saved my life and reduced insurance charges."

It Was C. O. D.

The carpenters were still hanging door-knobs when the new occupants were ready to move in. The madam was decidedly annoyed.

"What! Put my \$600 rug on this dirty floor?" she exclaimed.

"You needn't worry, lady," remarked a nonchalant wood butcher. "The guy that delivered it said if he couldn't get the \$57.50 right away he would take it back to the store."

- Oh Boy!

"The marvels of electricity have set me thinking."

"Yes, isn't it wonderful what electricity can do?"

Running to Form

"Why, where is your wife?" asked the hostess, who was entertaining with an informal bridge party.

"Well, doggone if I didn't forget to bring her along," exclaimed the plumber. "I'll have to go back and get her."

EVERYDAY SCIENCE

Paint Is Important Item In House Heating Efficiency

The increasing use of high grade fuel, such as gas, for house heating has stressed the importance of efficiency in heating equipment. One of these is the decided trend toward insulation of house construction against heat losses. Another is the increased efficiency of heating units.

Another factor which is not often considered in connection with efficiency in heating is the type of paint used to cover radiators. Several years ago a report was made on the relative efficiency of different kinds of paints which showed that two radiators of exactly the same size—one painted with aluminum bronze and the other unpainted—showed a reduction in the amount of heat transmitted to the room of 16.7 per cent for the painted radiator.

Recently some further experiments have been carried out at the University of Michigan. In one of these tests, two identical radiators were operated in unison under the same conditions, and the relative results compared. One radiator was left unpainted and the other coated with five different types of paint, including aluminum, flat brown, cream, liquid gold and white gloss enamel. Taking the bare cast iron foundry finish as 100, liquid gold showed a relative performance of 93.5, or 6½ per cent less. The radiator was next coated with cream paint, and the results showed 104.9 or 4.9 per cent better than bare iron. Adding a coat of aluminum, the performance dropped to 94.6, or a decrease of 5.4 per cent. Adding a coat of brown paint brought the figure back to 104.7, and with white enamel applied on top of the brown, the relative performance was 103.6. A summary of all tests showed that the performance of radiators painted with flake metal paints was 93.8 average, and for the lead paints 103.7 average.

From these figures it was concluded that with a room temperature of 80° F., the metallic painted radiators would have a heat emitting ability of 10 per cent less than if painted with colored lead paints. At 70 degrees the reduction would be about 13 per cent.

Huge Generator Typifies Growth of Electrical Industry

The electric light and power industry in the United States doubles in volume of investment and output of kilowatt hours about once in every six years. The present investment is in excess of ten billion dollars, and the output for 1928 was approximately eighty-eight billion kilowatt hours of electricity.

A striking example of this rapid growth is exemplified by the 160,000 KW. turbine which has recently been put in operation in the Hell Gate Station of the New York Edison Company. This huge unit of 160,000 KW. capacity is equivalent to about 215,000 H. P.

Another unit of the same size will be in operation in a very short time, bringing the present capacity of this station up to 605,000 KW. and making it the world's largest steam generating plant.

One of the striking features of these new units is that they each occupy practically the same space in the station originally

intended for a 35,000 KW. generator. In other words, five times as much power is now generated in the same space as was considered possible five years ago.

Each new unit consists of a high-pressure turbine, direct-connected to a 75,000 KW. generator, and a low-pressure turbine, direct-connected to a 85,000 KW. generator.

The weight of the unit complete is 1,405 tons. In 1903, a 5,000 KW. generator, built by the same company, weighed 160 tons, or 32 tons per thousand kilowatt capacity. The present unit weighs the least per kilowatt of power generator of any built yet.

Perminvar—Most Magnetic Metal Alloy

Several years ago, research engineers of the Bell System Laboratories developed an alloy of nickel and iron which they named "Permalloy," possessing very high magnetic qualities which have proved to be of great value in telephone work, making a marked improvement particularly in long distance transmission through the construction of loading coils much smaller in size and much more effective in operation.

The application of this metal to undersea cable speeded up the transmission of cable messages between five and six times.

Further research has resulted in the development of another alloy which is a combination of iron, nickel and cobalt. A special heat treatment serves to bring out the supermagnetic qualities of this particular alloy, making it much more effective than the original permalloy. The name "perminvar" has been given to this metal. It has what electrical engineers call a constant "permeability" over a wide range of magnetic force, and in addition, the electromagnetic energy loss in carrying this metal through the magnetic cycle is only about one one-hundred-thousandth of the loss occurring in the best grade of magnetic iron.

It is through the use of this new alloy that the hopes of telephone engineers for the construction and operation of a transatlantic telephone-cable are based.

"Water Gas" Derives Its Name From the Chemical Decomposition of Steam

The water gas machine consists essentially of three cylindrical shells. The first is filled with coke, the second and third with checker-brick.

The gas-making process is divided into two stages—blow or heating period, and run or gas-making period.

During the blow, blast air is forced through the ignited coke, causing it to become incandescent and forming some carbon monoxide. These blast products pass over into the carburetor, where as a result of the sensible heat in the blast and the burning of the carbon monoxide, the checker-brick becomes very hot. The gases next pass through the superheater, heating the checker-brick there, and then through a waste heat boiler or stack to the air. The gas mains are sealed from the machine during this period.

During the run, after the air blast has been shut off, steam is introduced into the generator. This steam combines with the coke, forming carbon monoxide and hydrogen gases. These gases ("blue water gas") pass into the carburetor, where a stream

of gas oil is introduced. The gas oil is sprayed over the hot checker-brick and is "cracked" into oil gases. The mixture of oil gas and blue water gas passes on through the superheater where it comes into contact with more hot checker-brick and the vapors are "fixed" as permanent gases. The gases then pass on into the gas lines to the equipment necessary for purification for supply of customers.

A small proportion of the gas oil sprayed into the carburetor does not permanently gasify. When the gases leaving the gas machine are cooled, these tarry vapors condense into a black viscous liquid, which when separated from the water or moisture present is known as water gas tar. This water gas tar is the principal by-product of this method of gas manufacture.

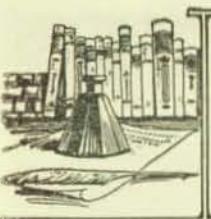
Automatically On and Off

The teacher will no longer be required to turn on the lights in her school room on dark afternoons or other periods of the day when artificial illumination may be necessary. A small automatic electrical device, developed by research engineers of the General Electric Company, will do this for her. And when the electric lights are no longer required the same device will automatically turn them off again.

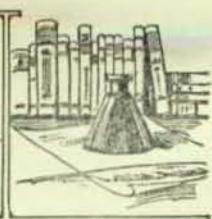
The device consists of a small box, about the size of an ordinary radio receiving set. On one end is a small lens, which permits light from the outside to fall upon a photoelectric tube, better known as an "electric eye." This is set for a certain degree of daylight intensity and whenever light from outside falls below this mark, the "electric eye" causes a small relay to switch on the electric lights in the school room. This box is placed near an outside window of the school room and can be easily adjusted to any degree of light intensity desired. An automatic time clock disconnects the apparatus during the hours when school is not in session, thus preventing the lights being turned on automatically at night.

Teachers with large classes, as is now the rule in most public schools, sometimes forget to turn on the lights when artificial illumination is necessary. In some rooms the teacher's desk may be much nearer a window than some of the seats of pupils in a far corner and she may not realize those pupils in the far corner are perhaps straining their eyes because of insufficient illumination. This new device will relieve the teacher of this responsibility.

Science seems to me to teach in the highest and strongest manner the great truth which is embodied in the Christian conception of entire surrender to the will of God. Sit down before the fact as a little child, be prepared to give up every preconceived notion, follow humbly wherever and to whatever abysses nature leads, or you shall learn nothing. I have only begun to learn content and peace of mind since I have resolved at all risks to do this.—Huxley.



CORRESPONDENCE



L. U. NO. 1, ST. LOUIS, MO.

Editor:

When Father Time pulled the cord of life that drew the curtain for all times on our Brother James P. Noonan, the labor movement lost a most valuable exponent, society a good citizen, his children a devoted father, his wife a loving husband.

Today his friends join with his beloved ones in mourning one who faced the crisis of life with undaunted courage, who never faltered at duty, no matter how disagreeable it might prove.

Being a fellow worker, skilled in his chosen field, as also a competent business man, possessed with a brilliant mind, he was thus enabled to cope intelligently with difficult problems. His aim, his hobby, or rather his dream was the uplifting of the union movement to a higher plane. He had nurtured and fostered this movement with the undying enthusiasm of a martyr.

He was one who listened to the dictates of conscience and as a reward it guided him victorious through troublous times. His ethics were faithfulness, honesty and generosity, which he did not hesitate to exercise in the service of his fellowmen.

Those of us who knew him in this life shall always remember him as just Jim Jimmie Noonan, who worked hard and accomplished much in the organized field.

THE CABIN BOY.

L. U. NO. 12, PUEBLO, COLO.

Editor:

Local Union No. 12 is still going along at the same old gait, work is very quiet especially the cottage work, which has been a partial benefit in that it has rid us of several rat curbstones, so we do not have as many non-union shops as we did have. Most of our good jobs have been in remodelling and changes on Main street.

We were grieved to hear of the tragic death of our International President Noonan, and we draped our charter in respect to his memory.

We are still working on an ordinance, January 1, is the date our new city officers take office and as we could not get any action from the old officials, we got into politics and got the candidates to promise us some improvement in the electrical ordinance and we worked to elect these men, and time will tell. January 1 is near and we have been working on the ordinance proposition for several years.

I hope my next letter will tell the news that the ordinance is passed and the inspectors will have something to work with and we will be able to tell what is necessary on a job and whether our city licenses mean anything or not and put a stop to work being done by unlicensed men.

We held our election and the result was a reelection of the old officers. I am not able at this time to remember who was elected on the various boards and when we break into print again will have the complete list; so look it over and you will know if any of your old playmates are here. Everybody was nominated and almost every member was elected on something or other.

READ

The good trip he didn't make by L. U. 212.

How open shoppers work by L. U. 110, St. Paul.

Fairy godfather in the South by L. U. 84.

Value of insurance by L. U. 259.

More about vocational education by L. U. 83.

Weekly form of employment vs. the day form by L. U. 292.

These and other letters start the New Year with force, interest and intelligence.

With all of the season's greetings to the Brotherhood at large.

WM. M. FRENCH.

L. U. NO. 39, CLEVELAND, OHIO

Editor:

I have long had in mind writing for our worthy publication, but somehow the will to do and the time to do it don't seem to co-ordinate very often—that is meet at the same time, for, aside from being elected scribe, I had wished upon me the job of seeing to the monetary income in the way of dues, assessments, etc., and looking to the outgo in the shape of per capita, insurance, etc. And right here I wish to champion the cause of the financial secretary, for I believe that those throughout the country who have this job will readily agree with me. I believe that the worthy Brothers who comprise the local membership would more readily co-operate with the secretary if they realized that the secretary has no small job, even in a small local, in handling the job as it should be handled and handling it right. It seems that the secretary has, in the minds of some, to be at once a mind reader and a professional juggler of figures, etc., all rolled into one, and there just isn't any such animal in this day and age.

But away from this cynical stuff and down to other matters. I usually read the WORKER from cover to cover and many are the ideas and lessons I have learned from it, especially the letters from the various scribes throughout the country depicting the conditions as they exist from time to time. They not only give one an insight into the things that are happening throughout the country, but tend to bring to light the various literary geniuses within the Brotherhood and we gather from them that other locals have trials and tribulations beside our own.

An item by our friend "Duke," for short, who writes such lengthy epistles from our neighboring city on Lake Erie, Toledo by name, attracted my attention. He states that Toledo was experiencing a general influx of worthy Brothers, all Cleveland bound during the past few months where, in the minds of a great many, that proverbial pot at the foot of the rainbow was supposed to exist. If a goodly number stopped off in Toledo, I wonder what we can say of

the army that advanced on Cleveland, where we could provide work for only a very small part of those who came in and were forced from necessity, not from choice, to turn many a deserving Brother away? I speak not from a critical standpoint but I can hardly understand how our friends from Oshkosh, Portland, Atlanta or wherever they may be, upon hearing of a job here, pull up stakes, many of them leaving good jobs, and light out without previous inquiry and expect a job to be waiting when they arrive. I believe that all locals are human and that the will to help a deserving member is inherently a part of their make up; however, they can not accomplish the impossible, nor pick jobs out of thin air. So, may I conclude this argument with the admonition that probably it would be wiser to investigate before you invest and like the old proverb, "Time is money—save both!"

In this lengthy harangue proceeding I have spoken of the electrification of the union terminal development, which at present is well under way and which is about the final link completing the entire project. It has gone on over a period of years and is centered in a commanding position overlooking our public square, at once a monument to engineering brains and genius. We see to the east and west its tentacles reaching out in the form of tracks, bridges, signal devices, catenary construction, etc., until we marvel at the fertile brain which first conceived it and at the very remarkable way in which the many obstacles were overcome until the end is almost in sight, and the dream of many years ago is about to come true. Truly, as a child would mold a piece of clay, this fair city has been molded and re-shaped until in the final picture we see a union terminal which will at all times be a credit to this, the fifth city in the United States.

Local No. 39 is glad to have had a part, even though small, in such a gigantic project, and some time in 1930, when the entire job is done and the big electric locomotives are hauling their trains in and out, we hope, along with the rest who have made this dream a reality, to receive just acclaim commensurate with the good quality of work performed.

C. A. BOHMER.

L. U. NO. 40, HOLLYWOOD, CALIF.

Editor:

Local No. 40 has just gone through a very trying ordeal, a great crisis, I call it. In my last letter to the WORKER I mentioned Local No. 83 as belligerent and used some other words, and I meant it. Little did I know at the time of writing what was in store for Local No. 40.

Whether I provoked their action or not, I do not know. During the past few weeks Local No. 40 has been on trial to show cause why their charter should not be revoked—charges being preferred by Local No. 83.

Judge, International Vice President T. C. Vickers; prosecuting attorneys, Brothers Swingle and Ellcott, business agents of Local No. 83. For the defense attorneys, Brothers R. F. Murray, W. F. Moore and E. M. Marceau, of Local No. 40, and a battery



LOCAL NO. 1, ST. LOUIS, AT ITS MEETING HALL 1905. COURTESY OF BROTHER THOMAS POAG. FOLLOWING ARE THE NAMES AS THEY APPEAR ON THE PICTURE:

1. Hy Miller's Picture	11. J. Elkington	21. S. Garrigan	31. H. Parks
2. E. Taylor	12. R. E. Cronin	22. H. Smith	32. Johnson
3. L. Sutton	13. Thomas Poag	23. Geo. Steele	33. F. Trumppold
4. E. O. Suhm	14. J. Stege	24. E. Koeneman	34. H. Flinke
5. Joe Foster	15. J. Bloxham	25. D. Spencer	35. J. P. McLean
6. C. Hoefel	16. C. Wills	26. E. Rothganger	36. W. McSorley
7. P. Coughlin	17. H. Relpe	27. C. Welch	37. Hy. Steinecke
8. J. Manson	18. E. H. Boeck	28. C. Provost	38. J. Matthews
9. J. McManus	19. "Doc" Eldridge	29. "Dude" Kelly	39. T. Lawrence
10. F. Fuller	20. A. Schlough	30. J. Osborne	40. A. Jones
Number 6, 8, 9, 12, and 31 are deceased.			

of witnesses for both sides, too numerous to mention names. This writer was one of the spectators. Scene enacted on the seventh floor of the Labor Temple, Los Angeles, Calif. International Representative Feeley was also there. I do not know what his status was. I did hear one Brother say, but I will not repeat. I hope we're still friends (What say, Amos?).

I have seen tragedy and I have seen comedy enacted during my work in the studios, but I am at a loss for words as to what to say about the farce that was enacted in the Labor Temple during those stormy eight days. What I think of the prosecution is nobody's business, but I would not be able to have printed in this letter what I would like to say about them.

What the aftermath will be I am not a prophet. But one thing is certain, had I been the judge, the case would have been thrown out long before the witnesses for the prosecution had finished their testimony. What Local No. 83 expects to gain by such action is beyond me. They are more crazy than I thought they were, if they think that they are going to grab the work

in the studios. I am sure the I. A. T. S. E. are dancing with glee, and hoping that Local No. 40's charter is revoked so that they can step in and grab the work. It must be the lust for power. I have read of monarchies tottering, have seen republics fall, all on account of some one in his lust for power. Kaiser Wilhelm landed in Holland when his lust for power failed and the Czar of Russia landed with his head on the slaughter block for the same reason. Where Local No. 83 will land I cannot say but if they can read my mind the answer is a short word. It will be some weeks before we hear the results, and I am not worried because I still believe there is plenty of common sense left in our International Executive Council, and on top of all this, on the eve of the trial, our dear friend, the Los Angeles Times, our foremost advocate of the open shop, came out with their scavenger sheet, entitled, lest we forget, "Forty Years for a Free City." They should have said 40 years for a scab city, instead.

Charles Feider, business representative of Local No. 18, writes that they haven't the decency of a horse thief. Personally, I

don't like the comparison, as I consider a horse thief a highly respectable citizen compared to a rat or scab herder. Even as rotten as the Times sheet is, they admit that organized labor has made very deep inroads in Los Angeles, especially in the building trades and studios. By the report of the secretary for the unions in the studios, the workers are 95 per cent organized. So we consider that something to crow about in this wonderful southland where everything is free, even the air you breathe. I am not going to elaborate on our continued sunshine, as our friend and Brother of Local No. 308 does. For I know you don't get very fat on sunshine alone. It takes pork chops and an occasional steak to keep me in good humor.

I consider organized labor has won a big victory in Los Angeles in the last few months, meaning the street decorations for the holidays. They are surely a pretty sight, about 30 blocks of streamers and garlands and castles on every corner and a big wreath suspended over head at the center of intersections, brilliantly illuminated with different colored lights; all and all it

is a pretty sight for the tourists and town-folk as well, and it was all done by union labor and paid for by the Retail Merchants Association. This writer got in six nights and made \$131.12—not so bad. That was my first chance to get back some of the money I have spent with them in the last eight years. Local No. 40 furnished the narrow backs and Local No. 18 the linemen. I worked out of Local No. 18 for one reason, because they pay more for overtime and the other that my good friend, Charles Feider, asked me.

I want to say this much for Jess Wood, business agent for Local No. 18. He was on the job every night and checked the men on the job. He proved his worth on that one job alone. He has what you call "tact" and is a gentleman at all times. What we need in this country is more like him. My slogan is "Bigger and better business agents."

Local No. 40 will hold election of officers the last meeting in December and she is plenty hot, and I don't mean maybe. Plenty opposition. Even the humble job of press secretary has five nominations already. It has developed into a regular political battle. The gang that is in wants to stay in and the gang that is out wants to get in.

The writer is not eligible to hold office at the present time but wants to see some changes in the officers. I do not want to cast any reflections on anyone but I believe there is plenty of room for improvement. Will give you the lineup next month, if I am still alive and holding this job.

We read with regret the passing of our International President, James P. Noonan. I believe that during his term of office he has done his best to further our cause. Local No. 40 has sent a telegram of sympathy to his bereaved family. We are also glad to congratulate Brother H. H. Broach on his promotion to the office of International Executive Council. I believe the International Executive Council has made a fine choice. I am sure the I. B. E. W. will make wonderful progress under his leadership.

All together now, boys; give our new International President your utmost support and don't overlook your JOURNAL—a bigger and better magazine. (The pen is mightier than the sword.)

I vote the Duke of Local No. 245 our best press secretary. Who will try to beat him? Let's all try.

Wishing the whole world a Merry Christmas and a Prosperous New Year.

E. E. MARTIN,
The Amplifier.

L. U. NO. 80, NORFOLK, VA.

Editor:

Having been handed this job of press secretary tonight, during election of officers, I guess I had better get busy and report the proceedings.

We now have for president, same old Dave M. Hafner; vice president, W. R. Matthews; financial secretary and treasurer, nobody else but Thomas Jefferson Gates, Jr.; recording secretary, "chip off the old block," T. A. Gates; foreman, Sol Tishler; first inspector, C. B. Martin; second inspector, H. L. Ferrell; trustees, W. M. Overstreet, H. L. Ferrell and C. B. Martin; executive board, R. C. Matter, E. E. Atwood, J. B. Gray and Joe Harvey (of many nicknames); examining board, W. M. Overstreet, C. B. Martin and H. L. Ferrell; press secretary, just me.

We had the "hoo-doo" number of 13 members present until Brother Chester Hill, of Local No. 52 of Newark, N. J., blew in. He is here with the Ideal Electric Company of New York City, as foreman of construction on W. T. Grant's new store.

Meeting adjourned and I left him in con-

ference with the executive board, so I don't know at present just what this "Grant" job will amount to with us. I see in the newspapers tonight that our friend "Mac" Lankford is trying to land a \$17,000,000 job for Norfolk Navy Yard. Hope he succeeds, because a lot of us guys who were laid-off when the Nevada was finished, are having a tough time of it.

I guess all of my old friends of Local No. 734 will know that this is written by

AL SPALDING.

L. U. NO. 81, SCRANTON, PA.

Editor:

Having time in which to write a letter to the WORKER and not having written one for some time, we might as well make the WORKER just bulge out and let the boys know how things are going in this part of the state.

The contractors who belong to the Electragists Association are working on a license law at present which, if it goes through, ought to make things perk up a bit and, as usual, L. U. No. 81 seems to have been left out of the consideration.

This license law, if it goes through, will make for better work, and we hope more work for the boys. As we all know this action on the part of the contractors is about 25 years too late and after some of them, doing about the rottenest kind of work for so long, seem to have seen the handwriting on the wall, hence the present action. What it will do, too, for the curbstoner boys remains to be seen.

We are confronted with a peculiar situation in this territory, as there are hundreds of mine electricians, who, though they belong to the miners' union, do a lot of work in their spare time which rightly belongs to our boys.

The following boys, all members of Local No. 81, are working in Susquehanna, Pa., on the Erie R. R. coach shops: Joseph Culkin, foreman; Joseph Brazil, steward; Milton Brownell, Ed Malloy, Ed Cole, Benjamin Jansen, Leo McGraw, Allen Beavers, Joseph Brobston, Mark Bumby, William Bach (of Atlantic City), Lew Kimble, Robert May, Raymond Swarts, and also some helpers from different locals.

Milton Turner, who was an engineer on the Atlantic City auditorium, which was finished recently, is in charge of this job, and, for an able assistant, he has Joseph Culkin, our president, who is seeing that the material is being put in place in a workman-like manner. Fishback and Moore, of New York, are the contractors.

Brother William Daley has been on the job every minute and has manned it to everybody's satisfaction. Brother Culkin, along with Business Agent Daley, were in New York to get the job for our boys. This helps us all out for the cold months of the winter. Brother Turner gives his regards to all his pals throughout the country.

Guess I will close for this time.

RUSTY SWARTS.

L. U. NO. 83, LOS ANGELES, CALIF.

Editor:

When the all-conduit ordinance went into effect in this city along about in 1917, it was a factor in raising the standard of craftsmanship among the electrical mechanics.

Things went along very nicely up until 1919, when several contractors started to sacrifice craftsmanship on the altar of speed.

Before 12 months had elapsed, it was not a question of "how well" you could do it, but "how fast" can you do it? Or how many outlets per day can you install? A year of this policy introduced every trick that the con-

tractor could devise to bilk the journeymen wiremen out of an honest day's pay. Piece work was introduced. Men were required to contract their labor. Contractors determined what they would pay their journeymen for the entire job. Journeymen were required to gauge their wages by the profit made, or to lose them if a loss was sustained on the work.

As early as 1920, Local No. 83 decided that if things were to continue in this manner, their work would fall to the level of common labor.

A school was started where practical lessons in motor wiring and telephone work were given. After the course of a year, simple arithmetic and the city electrical ordinance were taken up. We followed along this line, adding instruction in elementary electricity.

Several months ago, Brothers McConahey, Coburn, Banning and Carver drew up a standard method of vocational training in the electrical field. This was submitted to the city. Vocational training and classes were started in the Manual Arts High School. The courses start September 1 and February 1 of each year. There are five courses comprising 80 hours in each course. These courses are under the direct supervision of the state and Federal Board of Vocational Training. Only men who are directly employed as electrical mechanics are eligible for admission.

Brother Coburn, formerly heading the Federal Board of Educational Training in Denver, is an instructor in A. C. and A. C. machinery. This goes into the design and construction of all A. C. apparatus, limiting the mathematics at this time to simple examples in geometry.

Brother Banning, an electrical inspector for the city of Los Angeles, teaches elementary mathematics up to square root and algebra.

Brother Carver instructs D. C. and A. C. motor control and equipment. He also gives working demonstrations of all apparatus in D. C. construction.

Brother Fish is an instructor in blueprint reading, estimating and plan layout.

Brother McConahey, a city inspector of Los Angeles, instructs in the city ordinance, State Industrial Commission's code in the electrical field and the National Electric Code.

The classes now comprise about 150 men, 80 per cent of whom are members of Local No. 83.

It is a law of our local union that all apprentices must take these courses in order to obtain a journeyman's card. All members of this school are given credits which are accepted and recognized in all accredited universities.

The result of our educational program is bringing forth remarkable results in our industry.

As an electrical inspector in the industrial district of this city, I find that our members are on about all of the high-class complicated work. We boast that we have the cream of the electrical mechanics of this city.

The contractors look to Local No. 83 as the one organization that can furnish them with—not the "speed balls," but the real, honest-to-goodness mechanics. We feel at this time that our employers as a whole will soon recognize the value of craftsmanship, and that we will be rewarded by a one hundred per cent organization in the industry.

J. E. (FLEA) MACDONALD.

As usual, the International Office will bind the 1929 Journal. This will be a volume uniform with prior issues. Orders will be filled in order of reception, at \$3.75 prepaid.

L. U. NO. 84, ATLANTA, GA.

Editor:

To start the new year right it is in order to have a letter from Local Union No. 84. We are believers in the WORKER and make every effort to have a letter every month.

Hoping everyone enjoyed Christmas and are in the best of health, and are starting the new year with determined resolutions to be better and more active union men than ever. The year 1930 could be labor's greatest year.

Conditions in Atlanta are about the same as at our last writing. We are still hopeful of making an agreement with the Georgia Power Company. We have received a little encouragement, although nothing is expected soon. A number of big jobs are being finished, so we will have a few boys loafing for a while.

We are going to send a picture of our latest big job, also of the gang that did it. The Shrine Mosque and Fox Theatre is one of the prettiest, if not the prettiest, jobs ever completed in this section.

On the night of December 20, our auxiliary held a Christmas tree for all members and their families, gave presents, candies and fruits. A good time was had by everyone. A delightful musical program was given, also talks by our worthy business agent, Brother Elder, and Mrs. T. R. Langley.

We still have several Brothers on the sick list, but all are expected to be back on the job soon.

Our election results are very encouraging. We have a good set of officers, now it's up to us to support them. We must realize the progress of a local depends on the members. We must have officers who will guide it for the greatest good to the most members, but they are powerless if the members do not co-operate with them and back them in their every move. Our new officers are: C. H. Tippett, president; Guy Cox, vice president; S. Mann, treasurer; W. E. Washburn, recording secretary; T. L. Elder, business agent and financial secretary; J. J. Brooks, trustee; W. L. Marbut, press secretary; Guy Cox, R. B. Fox, J. A. Wade, J. J. Brooks, W. L. Marbut, executive board; L. W. Webb, S. C. Mann, W. O. Eaton, funeral fund trustees.

On Sunday night, December 15, there was a labor service held at the First Christian Church. President A. S. Nance, of the Atlanta Federation of Trades, was the main speaker, speaking to a packed church. His subject was "Churches and Labor."

Mr. Nance described the aims and ideals of labor very ably and apparently a very appreciative audience listened. Mr. Nance is doing a great work along this line. A great many people, mostly business people, have the wrong idea of labor. Some don't want to know the truth. Mr. Nance being a business man of more than the ordinary success, can talk their own language and, in many instances, set them right. He has appeared before a number of civic organizations and clubs; also, he is a member of the governing body of the Atlanta Federation of Churches.

Our quartet were to sing an anthem, according to the printed program, but Brother Bruce Stroud explained that if the quartet had ever sang an anthem it was news to him. Dr. Stauffer, the pastor, assured him the congregation would be pleased with any selection he would render, and so they were, for the boys had to sing four numbers before they would let them go.

It is a rather odd coincidence that a week following the announcement of the A. F. of L. plan of spending \$2,000 a month for organizing the south, a number of notorious

sweatshop cotton mills started a campaign to educate the public as to how good they were to their employees. According to announcements, there will be a series of stories or explanations of conditions and a double page in the rotogravure section showing pictures of the supposedly good conditions the workers are enjoying.

The heads of one mill, in describing the conditions among the 15,000 employees, told of having so many doctors and nurses and preachers carrying out the welfare work and about the large number of teachers and instructors who are educating the workers' children. They told of the great spirit of loyalty to the mill by the workers and even went so far as to say the mills were operated each year with millions of dollars expense that they might furnish employment and education to the workers and were contributing to the up-building of humanity through being fairy godfathers and providing health and education to those who could not get them elsewhere. They insinuated the only reason for operation of the mills was for humanitarian relief.

Maybe these officials, for personal reasons, do not care to tell it all, but there are many facts known that in the least contradict almost every claim they make. Even in their own pictures, showing scenes of schools and children and the supposedly happy workers, anyone can see enough to convince them of the truth. The pictures show children who are plainly not healthy, but are thin and underfed and diseased, and men and women who are sallow-eyed, thin, and with the tell-tale expressionless faces, showing fatigue, bad health and disease.

Also they might not think it would interest the public, about how the workers are paid. First let's consider the recent report of the commissioner of labor of this state; in this report weekly income of cotton mill workers is set at \$16 for men and \$8 for women. These figures are supposed to be the average, but in our opinion in most instances they are the maximum.

Also they don't explain how the workers in most instances are compelled to buy almost everything they use from the mills own store or commissary, and most always is higher than at other stores in the same territory. Also they don't explain the restrictions placed on the workers in some mills. They won't allow visiting by outsiders, or permit employees having telephones. Evidently they are greatly concerned in getting them as backward and ignorant as possible and do their utmost to keep them that way.

Much depends on keeping the workers in debt to the mill store, as the song expresses it, the "Rich get richer, the poor get children;" it is most times humanly impossible to make the supply meet the demand. Of course, the store managers see that a worker doesn't get so far in debt that in case of death, would mean a loss. They stop credits before taking that chance; keep them just enough in debt to furnish the worker with an incentive to work all the harder and longer hours to pay his bills and provide better for his family. One thing you can say for the average cotton mill worker, he is ambitious and honest, and as labor exploiting capitalists say, they are of that "good old Anglo Saxon descent."

Conditions in the south are comparable in many instances with slavery times. The biggest difference is, it is our own flesh and blood. There is a limit to what all humans will stand, and with the exploitation of labor as at present, no doubt the limit will be reached soon. It is our opinion when these good old Anglo Saxon descendants do wake up and see the light, it will mean much to

the south as well as the whole country. No doubt it will affect every industry.

It seems the south is being fought by the open shippers in every trade and in every way. Recently there have been a number of editorials and articles in local newspapers that have been very misleading. Many of them by writers who have gained the confidence of thousands of readers by their ethical writings. Evidently the open shippers intend to spread their propaganda from sources the public will believe to be true; in many instances it is through articles by prominent preachers and bishops.

Just a few days ago this town was flooded with copies of the Los Angeles Times, in magazine form for business men. Why should this widely known union fighting paper be sending its publication to this city, unless at the expense of the open shop associations? In this issue they attacked and damned every craft organization.

W. L. MARBUT.

L. U. NO. 105, HAMILTON, ONT., CAN.

Editor:

Greetings to all and a happy New Year. We're in again with everything about the same as at last letter, except we are working up to our chins in snow. This keeps the boys who are not working busy shoveling their front side walks. Brother Noble paid us a visit at our last meeting and in the absence of Brother Allan, our president, occupied the chair for the evening. I should like to know just what he thought of some of the members? I am afraid he was a trifle disgusted at some of them and their actions. I noticed a pained expression on his face at times at such lack of interest and courtesy while business of the evening was being carried on.

Now, Brothers, this is not befitting of the type of men we have in the local and it casts a poor reflection on our officers who more or less are responsible for law and order (pardon me for bringing this up), but what are you going to do about it?

Brother George Bowman is confined and spent his Christmas in the hospital, but is doing as well as can be expected and we hope to see him back again with us soon.

Work is very quiet at this time with a number of our members out, but the prospects for the new year look good. The Culley Electric, a Hamilton contractor, was successful in its bid for the new million and a half dollar C. N. R. station, also the Kresge Company's store, their first appearance in this city.

Greetings to L. U. No. 548, Guelph, Ont.; pleased to see you're in, how about a visit in the near future? We were paid a visit by Brother George Partington, one of the old boys of No. 105, who is here for a few days from Philadelphia, L. U. No. 98.

Our municipal elections are over and with pleasing results inasmuch as that all but one labor candidate was elected. This was very gratifying to those who helped to put it over.

We regret to learn that our president and Brother, James Noonan, has passed on to his reward, but his spirit will remain always with us as an inspiration to carry on. Words are inadequate to express our feelings, therefore we, Local No. 105, I. B. E. W., extend our sincere regrets and sympathy to his family and relatives in the hour of their bereavement and we drape our charter to his noble memory for a period of 60 days.

THOS. H. READ.

Order your 1929 bound copy of JOURNAL Now, at \$3.75 per volume, prepaid.

L. U. NO. 108, TAMPA, FLA.

Editor:

There isn't any reason for me to sit around trying to think of something interesting to write for everything that happens in L. U. No. 108 is interesting, believe it or not. What stumps me is how to write interestingly of the happenings in our local.

Last month our loafing Brothers were aroused by a call from L. U. No. 349, Miami, for a few men for two or three weeks work. Some of us went down and enjoyed their hospitality and wage scale. Our only regret was that the work didn't last long. We sure appreciated what we did get though and it came in handy for the empty stocking fund.

Things do not look very bright here in the line of work for the rest of the winter. The only proposed construction of any size



TAMPA HAS BEGUN A WAR ON LIGGETT'S CHAIN DRUG STORES BECAUSE OF THEIR UNFAIR BUILDING TACTICS IN THAT CITY.

is the addition to the post office and the ground hasn't been broken for that yet. The South Florida Fair opens January 28, 1920, but the wiring for that doesn't amount to a hill of beans. So, Brothers, don't look this way for work, it just isn't hereabout.

The Woodchopper of L. U. No. 308, our neighbor, says that they have four airports over there. We aren't that lucky, but we are coming up. We voted a bond issue of \$750,000 for a new airport to be built in the near future. At present we have one airport of 240 acres. Up-to-date lighting equipment is being installed at this time. It will cover all government requirements when finished.

The December issue of the JOURNAL carries a picture of members of the studio locals. The first gentleman on the list, Brother Waddell, we all know quite well, and have heard him raise Cain on the floor of L. U. No. 108 many a time. We had many more members in those days, but even so, we are much more organized now than at that time.

It will interest Brother Dowling to know that there are only about 10 journeymen wiremen in Tampa at present who are not members of L. U. No. 108. Our last two meetings have been the best of the year for attendance. Some were present at these meetings who have never attended before this year. We hope they will continue to

come, for we need their presence though they may not think so. Brothers L. T. Payne and C. E. Beck hold the record for attendance this year. Brothers Kilmer, Bob Jack, Tony Anello, Ralph Sample and Joe Menendez are back in our midst with plenty of knowledge of how things are done elsewhere, so 1920 should be a good year for L. U. No. 108.

L. U. No. 108 is lucky in one respect, for when we fail to have a letter in the JOURNAL we are represented by the women who have a growing auxiliary. Better get wise, press secretaries; if your local has a women's auxiliary they will also have a secretary and when you fail to get that letter in you can feel better knowing the women will say something for your local.

We wish to express our deepest sympathy in the loss of our president, Brother Noonan, and our vice president, Brother A. M. Hull.

R. J. HAMILTON.

L. U. NO. 110, ST. PAUL, MINN.

Editor:

The members of our International in particular and all craftsmen in general should not be misled by the publicity emanating from the St. Paul Chamber of Commerce, to the effect that prosperity abounds in St. Paul and that there is a thirty-four million dollar building program.

These statements were broadcast all over the country at the time President Hoover called his conference for the purpose of bolstering up stocks and bonds on the Wall Street market. The impression was given by our chamber of commerce that this so-called thirty-four million dollar program had been arranged in response to the President's plea. Nothing could be further from the truth.

Included in the building program are many projects which are merely being discussed and from past experience we know that many of them will fail to materialize. Also in the proposed program is a so-called fifteen million dollar public improvement program.

It is not intended that all of these improvements be made next year. There will be no money available for much of this work.

The facts in the matter are simply this:

In 1928 a five-year public improvement program was arranged. Part of this work has already been completed; much of it will not be started for more than another year, and some of it will not be started for at least four years.

About 50 per cent of this fifteen million dollar program is road construction and paving. When this is deducted, together with the work that is already completed, and the balance spread over a period of four years more, it can readily be seen that it will fall far short of creating anything that might resemble a "boom."

If you will consult the department of labor reports on employment for this vicinity, you will find that there are more men available in this district than there are jobs. They very frankly say that many of the industries here are not running to capacity and that there are no demands for skilled or unskilled labor that cannot very readily be met in the local market.

The only encouraging note (and these reports always attempt to show prosperity and good conditions) is their statement that there is some demand for farm labor. Farm labor, as you know, pays from \$30 to \$50 per month, so of course there will always be a turn-over of labor under these conditions. However, even this class of work can very logically be termed below the normal demand.

Unemployment conditions in St. Paul are every bit as acute now as they have been

in the past several years. The farm depression has affected the cities of the northwest to as great a degree as it has the rural districts. Farmers and their sons who have found it difficult to meet their obligations because of the extremely low price received for their commodities, are hiring as little help as possible and in thousands and thousands of cases they have flocked to the cities in an attempt to procure employment in the different trades and factories.

This condition, together with the fact that we have had a relentless fight with the Citizens Alliance in their attempt to establish what they term the open shop, but which in reality is a closed shop—closed to members of organized labor if they will not submit to a condition where the employer is master of the situation and employees accept without protest any wage or condition he wishes to impose—are the two main causes for our present unsatisfactory conditions.

And the chamber of commerce now proposes to make matters even worse by attempting to give the impression that there is an abundance of work, thereby attracting many workers to leave a locality where they are now at least able to keep body and soul together and come to this city where they will be compelled to join the large army that is now tramping the streets looking for employment. This condition will naturally further beat down wages, and men who probably spend all their money in reaching this locality will be forced to work for anything that may be offered them.

We particularly want to urge our members not to be misled by this propaganda. The grass certainly isn't any greener in our pasture.

While Local No. 110 has continually kept up the fight which has taxed our resources to the utmost, and while we no longer have as large an organization as we formerly had, we still have a militant group who are determined that they shall have some voice in the conditions under which they sell their labor.

This prosperity propaganda is but one of the many methods by which the chamber of commerce hopes to keep the workers in subjection.

We do not ask you to stay away from St. Paul simply for our benefit, but are prompted to warn the members of our International and others against the insidious plan of flooding this locality with labor so that hungry men will be competing for the few jobs that are available.

WM. BOLAND.

L. U. NO. 125, PORTLAND, OREG.

Editor:

Sorry to note that my last effort reached you too late for publication last month. However, I firmly resolved to send in one each month, and far be it from me to weaken on a good resolution—so here goes, and maybe you can print the two in one month.

Which leads me to remark, Heaven speed the day when the dream of the Post Office Department will be realized. I read last week that it is the hope of the postal officials to make possible instantaneous communication by letter. When this is effected, it will only be necessary for me to dictate these epistles to my stenographer who will transcribe them by typewriter, and when I have signed the communication your stenographer will have on her desk an exact facsimile of the document, signature and all. In that way I would have less trouble in getting through before you go to press. And seriously, Mr. Editor, that is no wild dream. With the present development of radio, telegraphy, television, etc., the results hoped for

by the Post Office Department should not be many years in the realization. I fully expect to see it accomplished before I am eligible for my pension. It is not out of place to suggest that these hopes and dreams of progressive thinkers are of vital importance to the Brotherhood, for they lie in the field of and are the direct result of electrical development—and therefore, within our scope and jurisdiction. We should be awake to this fact, and also bear in mind that there are great opportunities for organization in the field of applied electricity outside of the "narrow back", "light and power" and telephone fields. It often seems to me that electrical work is gradually moving outward from among the crafts, and becoming more truly one of the arts and sciences.

I had occasion to remark in a previous letter that we, in the northwest, have had an unusually dry summer and fall. This has resulted in a situation which should be of especial interest to all concerned with the light and power industry. The cities of Tacoma and Seattle, exponents of municipal ownership and proponents of hydro electric development, are faced with a power shortage so serious that they have appealed to President Hoover to allow the big airplane carrier, the U. S. S. Lexington, to connect with their distribution systems and supply current so that their industries will not have to shut down. There, Mr. Editor, is food for thought, no matter how you view it. I can see a possible argument therein, for a bigger navy—or a constructive use for the one we have. The bearing on the question of hydro vs. steam generation is very direct. I have always been something of a "white coal" enthusiast (though I do hate to see a beautiful stream diverted or a waterfall ruined) but with the lesson of the past few weeks I am quite content to give the steam end its due share of credit. Here in Portland we have sufficient steam plant reserve to carry us—or have had up to now—but it is taking every kilowatt of power that we can generate to carry us over the peaks. The deduction which I would draw is this: develop your hydro electric resources to the utmost practicability—but be sure you have sufficient reserve, either in steam plant or water storage facilities, to meet the conditions of an extremely dry season.

And, speaking of reserves, the predicament of our sister cities on the shores of Puget Sound might well serve, indirectly, as a suggestion to some of our Brotherhood who would hasten to increase the benefits or reduce the limitations on our pension and insurance policies. As I said before, there is food for thought.

I have been working the evening shift for the past month, and have no great opportunity to circulate among those who come and go, have not even had a good chat with Brother Clayton, so don't know what he has on tap in the line of local color. If he has anything very pertinent I will add a P. S. to this. If no local color, no P. S. (I'm beginning to think there is more of a nigger in the woodpile about this local color of his than I at first suspected.)

Speaking of color, have you, Mr. Editor, ever seen this northwestern country in the fall, during an Indian summer such as we have had this past month? Then, some day when inspiration is upon me and time serves my hand, I should like to paint for you a word picture such as will thrill you with the joy of living. But this must suffice for now.

Hoping that you join me in the knowledge that it is good to be alive.

In common with the membership of the entire Brotherhood, Local Union No. 125 was shocked and deeply saddened by the

sudden passing away of Brother Noonan, and it does not yet seem that an event of such importance to our organization has taken place. It goes without saying that the loss of so able a leader will be keenly felt, not only by the I. B. E. W., but by organized labor all over the world. Those of us who knew him personally have lost a friend, and in that loss are united by a common bond of sympathy.

When a mighty ship is struck by a great wave there is a perceptible moment of motionless pause before the reaction takes place, and in this moment of pause it is not easy to forecast what that reaction will be. In this pause, following the unexpected blow that has befallen our Brotherhood, there are many anxious thoughts as to what it may bring forth. There is a wonderful sense of security and reassurance in the realization that we have so many men of resource and ability within our organization. While readjustment following Brother Noonan's passing is inevitable, we may well have the confidence that our officials will meet the emergency capably, and that the Brotherhood will go forward more strongly, not because of the loss of Brother Noonan—for such a loss is inexplicable—but because of having met and overcome the emergency occasioned by that loss.

It is fitting that we at this time pledge our loyalty and support to Brother Broach in carrying forward the policies and ideals of our organization. It is apparent that our executive board has made a wise choice, and by a united purpose we should help him in the furtherance of our common interest. Those of us in the west who have not had the privilege of a close acquaintance with Brother Broach, are hopeful that he may find it possible to come this way in the near future, that we may cement by personal contact that loyalty which we are glad to pledge.

All is serene and auspicious in the great northwest, Mr. Editor. Copious downpourings of that great boon and benefactor to mankind, the rain which is a part of us out here, have gladdened our hearts, brought songs to our lips and the rush of power through our dynamos. We, here in Portland, have been accused of maintaining a lobby, up there where prayers are answered, because Seattle and Tacoma held public and specialized petitions for precipitation, and there is no record of Portland having done so, yet we were "singing in the rain" and our streams were swelling for weeks before the gentle showers descended upon our sister cities. We can only remind them that "He maketh His rain to fall upon the just and unjust alike," and that "In due season ye shall reap, if ye faint not." Oh, yes; Tacoma got the Lexington, too. Seems to have more influence in Washington than in heaven. We are glad to report that Portland suffered no shortage of power at any time, due to the efficiency of our steam plants. It looked a little critical at one time, when one little turbine lacked a couple of hundred watts of measuring up to her full capacity, but emergency measures succeeded in bringing her back to full load and the crisis was passed without having to call upon the populace to discontinue the use of electric cornpoppers and curling irons.

The response to President Hoover's plea for increased industrial activity is reflected in the northwest as elsewhere in the country, and the electrical industry is among the foremost in the amount of work planned for the coming year. The big power companies here have budgets running into several million dollars for additions and improvements. The effect of the recent drouth is indicated in the large proportion of the expenditures that will go to increase steam

plant capacity. Most of the improvement will be in plants and equipment, there being relatively little of line construction planned. It is as yet too early to indicate just what this may mean to the local labor market, especially in the electrical field, though it is very probable that there will not be much demand for outside help.

"Only two more days till Christmas," my oldest son told me this morning. I am passing the remark on to you, Mr. Editor, for what it is worth. For what it is "worth." It seems to me, sometimes, that the world has almost lost sight of the worth of Christmas in the mad scramble for its worthless commercialism. How few gifts are given or received today without the thought "How much did it cost?" yet how few of us ever consider Christmas itself with the realization of the infinite cost of the greatest gift mankind ever received. Not one of us, be he Jew or Gentile, Christian or pagan, can afford to forget what the coming of "the Man of Galilee" meant to the world. It needs not a confession of faith, the subscribing to a creed, or the embracing of a doctrine to realize that then began a new era in the lives of men. Then began the realization of understanding. It is a sad commentary that in the 19 centuries since passed little progress has been made. The underlying truth has been hidden in a blind following of the shadow instead of realization of the substance. But he who thinks will see today an undercurrent that sooner or later will come into flood tide. The worship of personified goodness is being replaced by a realization that the better part is to reflect that goodness. Instead of marvelling at the wisdom of the great teacher we are beginning to make the truths which he taught our own. And the result is an awakening of tolerance, sympathy, understanding and love. Only two more days till Christmas. On earth peace, good will toward men.

I was about to wish you a Merry Christmas and a Happy New Year, Mr. Editor, but I will make it better than that and wish you continuing joy.

DALE B. SIGLER.

L. U. NO. 130, NEW ORLEANS, LA.

Editor:

At this time we greatly feel the loss of our president, J. P. Noonan, also the recent death of our international vice president, A. M. Hull, which was felt not only by members of organized labor, but his many friends in this section who are not connected with organized labor. The funeral was attended by members of Local No. 130 and others now affiliated with organized labor, and acting pall bearers were six ex-presidents of Local No. 130, of which Brother Hull was president at one time.

Due to the untiring efforts of our good past officers and with the co-operation of our newly elected officers, and members of Local No. 130, we have succeeded in signing up 29 new shops which we think is a record in this locality where wiring conditions among small contractors ran amuck with unfair wiremen, and we think the officers deserve a great deal of credit for bringing these conditions to exist.

A boat ride was given on the Steamer J. S. through the auspices of the Electrical Workers Social Club, which was a great success and was attended by 85 per cent of the members of Local No. 130 and their families and friends of the labor movement. Proceeds of same were used to buy new equipment for our new home.

We have several floating Brothers in town now and we are going to do our best to take care of them. Local No. 130 has never failed

to take care of our visiting Brothers, and we have quite a few who come south during the winter due to our ideal weather conditions. We have been very fortunate this past year in keeping about 90 per cent of our men working and we do hope to meet with the same success next year. Our new officers are on the job and working hard to bring about these conditions and they are

The rest of this wire pulling bunch
Is composed of members such as Dutch.
The wise cracks are made by Burk,
And Ole, he would never shirk.

The impossibles are told by Freddie,
But not as good as told by Jimmie,
Because the fish are bigger and stronger
And the laugh lasts that much longer.



CLUB ROOM OF L. U. NO. 130 SHOWING BROTHER BARRIS, PIONEER ORGANIZER OF THE CLUB.

getting the co-operation of the rank and file, which we think is essential for the progress of any local.

Before closing, officers and Brothers of Local No. 130 extend wishes to the International Officers and Brothers and readers of the ELECTRICAL WORKERS' JOURNAL for a Happy and Prosperous New Year.

E. B. BARRIS.

L. U. NO. 145, ROCK ISLAND, ILL.

Editor:

There has been many a tin can emptied since Local No. 145 has appeared in these columns, but with your permission I am enclosing a piece of home-made bunk, the title of which is

Local 145

Who said Local Union 145
Was not right up and still alive?
Yes, Fuzzy Burton holds the reins,
And there are others with some brains.
Now on the board there's Johnnie Krieg,
Also Cort, and he's no egg.
The rest are Scoop, Fox and Case;
They run affairs of this place.

The b. a., Judd, is next in line—
When ducks are flying he feels fine.
And, now, the vice is G. N. Quig,
But Bobby Fisher does the jig.

E. L. Smith, he writes the letters
And G. O. Wilson gets the betters.
The dues are taken in by Joe,
But Mac's the guy who has the dough.

The examinations are always good;
They're taken care of by Pain and Wood.
The school has four men there in charge;
Attendance there is always large.

The boys who put on all the fun
Are always seen on the run.
They're after this or after that,
And sometimes they do pass the hat.

The stunts some Brothers here have done
Have caused the members lots of fun.
Babe comes in with the joke on wire;
Walt Ingwerson's stunt was the court house fire.

Now there is Olds, he's bad as the rest,
But I don't know which of his is best.
And Sheehan is looking for a tub
Where he can get that extra rub.

We put on a party here one night
And away before 10 they all were bright;
It was during the show that they all went wild.
Good gosh! I thought someone shot a child.

I am writing this down to give you a hunch,
Don't ever give this gang a free lunch.
Because if you do, you surely will
Find yourself with a great big bill.

So much for the digs, but there's lots of omissions,
Let's say a few words about our conditions.
The season just ending has been very good;
We've put all the travelers to work that we could.

We get 10 bucks for an eight hour day
And that's not much, some of them say.
The five-day week hasn't happened here yet,
But we are all for it, you can bet.

Just one thing more I must put down,
A word for the Brothers from out of town.
There are Brothers here from 701;
They came right down when the work begun.

Omaha has some here, too;
Their local number is 22.
As I look over the list I find
There're members here from 309.

And there's a fellow here from 855—
I don't think he's going to get out alive.
There is quite a list from Local 34;
No, that's not all, there're still some more.

But I won't put 'em down, 'cause I can't
make 'em rhyme,
And not only that, but I'm cramped for time.
There! Just what I thought; there goes the phone;
That's the boss—she wants to come home.

Now this is the first that I ever wrote,
And I hope that I haven't gotten your goat.
But in ending I would say here,
145 wishes you all a Happy New Year.

LEO PAULSEN.

L. U. NO. 153, SOUTH BEND, IND.

Editor:

Being duly elected press secretary for the coming year I wish to impart the following information for your record, also to be published in the WORKER. The following officers were elected:

President, Louis Shanon; recording secretary, James Campbell; treasurer, Oliver Davis; financial secretary, Samuel Asire; first inspector, Earl Snyder; foreman, Basil Dick; second inspector, Mr. Van de Walle; trustee, Joseph Fimbelson; examining board, Olie S. Stromb, Charles Shanon, James Campbell; press secretary, Lester M. Fruit.

Conditions in South Bend are about normal for this time of year. Nearly all the contractors have enjoyed a busy year here, especially the fair shops; notably McGregor Electric Service Co., with three schools, several good-sized factories, and last, but not least, a 12-story bank tower; the job being presided over by our worthy president, Louis Shanon. It is nearly completed and presents an imposing appearance, especially at night; the tower being illuminated with 35 Westinghouse 300 candlepower flood lights. Electric Construction Co. had a 10-story office building managed by Brother Stromb. A large Sears, Roebuck & Co. building and others too numerous to mention, but are about caught up now.

Colip Brothers are still busy on a huge printing factory, Baumgarts, of Chicago; and also had their share of good business. Bremer Brothers, which until this year were 100 per cent union, I regret to say are leaning a little the other way (open shop). In fact more open than closed. This is due in a way to our five-day week, which we adopted in July at no increase in wages \$1 per hour. They want that four hours Saturday morning at straight time.

Contz-Wagner, new at construction, but old on motor repair, are very busy now remodeling the Blackstone Theatre, taken over by Publix Theatres. The new name State is being brought to your attention very forcibly by a huge electric sign and a new dazzling canopy, etc., and being rushed to completion for Christmas by a large force under Brother Daly. The other contractors, mostly unfair, are having a nice time putting in ranges and wiring new houses for little less than nothing.

Every time one goes west with his stock under the bed several more spring up and just now I think the unfair contractors outnumber the number of our local.

Wishing you all a Merry Christmas and a Happy New Year.

LESTER M. FRUIT.

L. U. NO. 156, FORT WORTH, TEX.

Editor:

It has been some time since old No. 156 sent in a letter to the WORKER, but we are still on the map doing a little organizing through the efforts of our able vice president, D. W. Tracy, who sent an assistant in the person of Brother W. L. Ingram and with the assistance of Brother Charles Funkhouser, covered a good portion of west Texas

and brought in about 75 new members. Thanks to the Brothers. While there is still quite a large territory to be covered our time was limited.

The new members are taking quite an interest in the organization as they are sending in a few applications each meeting night.

Local No. 156 gave a smoker a few weeks ago for the benefit of the new members of west Texas and after writing each member to attend we corralled about 20 of the boys and all had a wonderful time at Lake Worth.

Local No. 156 regrets the passing of one of our ablest officers, Brother J. P. Noonan, who has consistently sought for the ideals for which our organization was founded.

We were glad to have at our last meeting with us Brother D. W. Tracy, who presided during the meeting. Conditions around Fort Worth are fairly good as all the boys on the city job are working steady. While there is no extra work going on here at present we have been able to hold the white way work at \$11 per day. There is just one small job going on at present and we are able to take care of all the work around here.

A few floaters are drifting in here every now and then, but after punching the meal ticket a few times they are on their way.

R. A. HARTMAN.

L. U. NO. 165, YOUNGSTOWN, OHIO

Editor:

Our local union is a new arrival in the Brotherhood, having been installed November 12, 1929, with the membership being electrical workers employed by the Pittsburgh and Lake Erie Railroad, a part of the New York Central lines.

This road is the only branch of the New York Central lines where the electrical workers do not have an agreement under the I. B. E. W. The sheet metal workers, machinists, blacksmiths and boilermakers have an agreement with the P. & L. E. the same as on the other parts of the New York Central lines. The electrical workers on this road, for some unknown reason, decided some years ago by vote to be represented by an independent committee, therefore, are not included in the agreement of the other trades.

The electrical workers here have been convinced, especially since the last increase in wages, which came through arbitration between the New York Central lines and the A. F. of L. unions, that we were receiving benefits from the organization, and that an independent committee meant nothing along that line as they only got what the regular committee had already secured, never anything better and never before the regular committee. Therefore, we decided to join the electrical workers and now have our Local Union No. 165 and expect to work among the other electrical workers on this road until we have them all members, then we can be included in the regular A. F. of L. agreement the same as the other trades.

There are electrical workers on other railroads around here and we expect to get them into Local No. 165 before long. We meet on the second Tuesday of each month at 33 North Hazel St., Youngstown.

PRESS SECRETARY.

L. U. NO. 175, CHATTANOOGA, TENN.

Editor:

I have been requested to write something for our great JOURNAL. I am not much of a writer but this will let the membership know there is a little local in Chattanooga growing right along. Our membership is about like any other local, all sizes and shapes, about 60 in all.

We haven't a lot of work here to brag about but everybody is getting a little time in each week.

Bill Cooper and F. J. Cox are working in Atlanta.

During the winter months we are meeting the second and fourth Tuesdays of the month, and have started nominating officers for next year. All of the old officers were re-nominated and some new ones also nominated for competition to make it real interesting.

The Brothers here have all used the Irwin speedbore coupon so if Santa misses any of the Brothers, they have had a present anyway.

Robert Duncan has changed his address and a marriage ceremony was the cause of it, and now he wants the JOURNAL sent to 715½ Dodds Ave.

Last week Brother J. G. Orrell passed to the great beyond. His name appears on our charter. Although his card was in the I. O. he was one of us. This local is enclosing a resolution for the departed Brother.

Now when the I. B. E. W. puts on their "organize the south" campaign I hope they send some organizers that won't be afraid to say something and at least shake hands, for when some of them went through here on their way to Miami, they were a little shy. The writer has been here six years and is doing fine.

If this gets in the JOURNAL maybe some one else will try to write something next month.

E. E. CROSBY.

L. U. NO. 176, JOLIET, ILL.

Editor:

Well, we are waiting for election night, which seems to be the only meeting night some members can attend. I was going to give the names of our new officers but will have to put it in the next issue, as the time limit for this letter is about up.

I will continue with a few more of our conditions. We all work under the time-splitting system—that is, every member gets an equal amount of straight and overtime in their respective shops, and as a result we do not find a few men working all winter and the rest of their Brothers walking the streets waiting for the spring boom. If any locals want to try this out, L. U. No. 176 will give them the low down on how we handle it.

On jobs within a radius of 10 miles of Joliet we travel both ways on the contractor's time and in their trucks; all jobs over ten miles away we receive three cents a mile and travel on our own time.

Members of L. U. No. 176 assemble and wire all fixtures in the shop or on the job. We use the fixture label.

Another place where we had trouble was during slack time. The bosses would let us report at the shop in the morning, look us over, pick out a few and tell the rest "nothing doing today." Next morning the same thing, the same men worked and the same men went home.

Now, to overcome that, any workman reporting at the shop shall be paid for four hours work, unless conditions beyond the contractors control prevent him from giving notice the night before. Between the above and time splitting, Brothers, it did the trick. Now, during slack time the contractor notifies the shop steward how many men he needs the following day. By referring to his list he can arrange for the low men to report.

Well, I will sign off, so I can get this mailed tonight. See you next month.

EDW. FREDERICKS.

L. U. NO. 192, PAWTUCKET, R. I.

Editor:

The year 1929 comes to a close with all our members employed, though many had rough going following the now famous tail-spin in Wall Street. The building program for the coming year includes a new post office and high school and may be said to be up to average for this season of the year.

However, the unemployment among textile workers, which is the barometer for business conditions in this city, is acute, with no attempt to relieve the situation being made other than to re-echo through our local press the generalization about business being in flourishing condition throughout the country. The citizen and voter here are constantly faced with the problem of competing with the alien of a few weeks or months residence to his credit, who is willing and eager to work longer hours at lower wages and is probably more docile.

It recently came to our notice that a late arrival from Glasgow made prompt connections with a job as electrician at one of the nationally known thread factories located here. He casually admits that he has a "drag" and, furthermore, boasts that should this job not meet with his exact approval he can transfer his activities to our local lighting company where he will be looked out for. Many of our members have trustingly made out lengthy applications, through the regular employment channels of both these companies, furnishing names, addresses, references, family history, religious and probably political convictions, and so on ad infinitum. These unsuccessful applicants can probably entertain with choice witticisms concerning one or more Scotchmen, whenever the occasion arises.

All of which brings us back to realizing the necessity for more united effort within our own organization. Local No. 1029, of Woonsocket, kindly offers to use some of our men and we hope to reciprocate when conditions warrant it. In Providence, only four miles away, and in Fall River, our other neighboring local (which, by the way, willingly accepted our financial aid during labor troubles not so long ago), our men are not permitted to work, even when all their members are employed. The contractors are placated by having always at hand a painter, steamfitter, office clerk or golf professional, who will gladly pay for the privilege of doing electrical work for any length of time, when no regular member may be available. This bitter feeling between locals so closely situated is a real detriment to the better conditions we are all looking forward to, namely, the state license law; the five-day week, and increased wages.

At our next meeting our annual banquet and installation of officers will occur. We also anticipate with pleasure a visit from our genial organizer, Charles Keaveney. We extend best wishes for a Happy and Prosperous New Year.

T. H. FITZSIMMONS.

L. U. NO. 193, SPRINGFIELD, ILL.

Editor:

Well, how did you like the last year? Have you made it any better? Did you, as many do, let things do for themselves? The year is just about gone! the new year will begin or make a start. What are you going to do about it? Now is a time for study. Get a-thinking—once a year shouldn't hurt nor the time taken shouldn't put any one out. I feel quite sure we would all gain and see the effort a year hence, if we would make up our minds that the coming year will find us on the side that is trying to

make the local better in doing business in our meetings and between meetings, having in mind the things that may be gained by helping build up by securing new members, trying to show them the benefits that have been gained through the organization and that even more may be gained with more men in the local. Should it be that all men working at our trade in the community would get in the local, conditions, wages and benefits would better beyond our expectations. We must not tell any one that the local will give this and that and keep them working or make the company do this and that as it has been done. The local can not give anything or do anything for anybody unless they pay for it; that should always be carried in our conversation with non-union men. Don't tell them the local will give them anything, but in getting in with us and paying for the things they may desire and are willing to help trying to get those things, then they will stand a chance for betterment. If they can not take those chances besides paying the dues we do not want them. No one nowadays expects anything for nothing. If you find one who does break away from him; he is not clear, nor would he make anything if he came along—only a lot of unnecessary talk.

A local will not gain beyond the effort put forth by its members. You may also notice the dissatisfied grunters are those who do nothing towards making a local a success. A little thinking by that kind will help a lot both to themselves and to the local.

These suggestions are not hard to carry out and no effort when one gets in the habit. So, let us all try for one year to do something towards helping in the local's business and before the year is past you will find that things look better and make you feel better.

Our last meeting was quite well attended and the members voted to take on the insurance for sickness and accident for as many as wish it. I think that before long we will have all of the members who do their own thinking getting into it, as two weeks off on account of accident or sickness in the year would be more return than the whole year's cost and if you are a lineman you should also know many linemen are off twice that many weeks and the amount the local can pay for sickness does not help much and is only a matter to keep the local broke.

Nominations were made and officers for the next two years were noted. Election will take place at the next meeting. A committee on by-laws and on our agreement was appointed; in fact, a good meeting was held. Another will be held January 9. There were four or five named for this job, so I think this will be the last letter I will send in. Don't forget the motion. Do something that will help the local to build up during the coming year.

F. C. HUSE.

L. U. NO. 200, ANACONDA, MONT.

Editor:

As election of officers is now in order in Local No. 200, I will close my year as press secretary and leave next year to a better press secretary, as we don't all see alike.

I have noticed several newspapers saying how the country is having a cold spell and here we have had a most wonderful season with our rain and sunshine while our neighbor cities have many inches of white snow, but it is trying to snow so it looks like we will have some snow for Christmas and skating for the children.

Local No. 200 is in sorrow over the loss of our president, James P. Noonan, and

GROUP OF HONORED MEMBERS FILE FOR PENSIONS JANUARY

In accord with the provisions of the Constitution requiring that the International Secretary "shall publish the name of the applicant and the number of the local union of which the applicant is a member in the two issues of the official JOURNAL preceding the next meeting of the I. E. C.," the list making application for the Brotherhood Pension, is herewith appended:

Pension Applications

L. U.	Name
134	Charles W. Handley
134	C. F. Oakley
134	George A. Neeb
43	Lewis S. Ferris
I. O.	R. Lavoie

G. M. BUGNIAZET,
International Secretary.

words cannot express our feeling to Mrs. James P. Noonan and family.

I for one am very happy to learn H. H. Broach has been selected as our president as I feel after all the good he did in New York we will sure feel some of the effects out here in the west, and I hope to see President Broach out west here in the near future.

The Brothers here have the Christmas spirit for sure, some with their radios and others with bottles of Christmas cheer.

Brother Thomas Roe was off some two weeks, sick in bed but at last meeting he was back again at his desk and he looks swell (he lost some of his beef trust). Brother Bachlin is also in the hospital, but hope he is home for Christmas dinner.

Well, Brothers, there being no news, I'll close the year by wishing all a Happy New Year from Local 200, Anaconda, Mont., Smelter City of the Old U. S. A.

R. J. MORROW.

L. U. NO. 211, ATLANTIC CITY, N. J.

Editor:

"1930 Outlook"—As the present year draws to a close and looking back Local Union No. 211 finds much to be thankful for. The Convention Hall job was a life saver to what otherwise would have been a panic year.

Looking into the future, one cannot help feeling optimistic; while no "boom" is expected or desired, the prospects in the way of operations already started and in the clear, look cheerful.

The new Claridge Hotel—that's the fourth name it has had since the foundations were started—has finally started laying decks, with Brother "Ott" Ecklin as skipper and Brothers "Sol" Downey, "Feet" Eger, "Eddie" Burke getting things in the clear and doing the "brute" for the Fischbach and Moore Company.

The Boardwalk addition to the Hotel Dennis has finally shaped up so that the Gruen Electric Company have started Brothers Frank Camp, Charles Lehrer and "Carlos" Kersh getting things ready for the big drive. Both these operations have "ideas" of opening for the Easter Boardwalk style strutters, all of which is good news and may take up some of the overflow from the local's day room and remove some of the "Kitbitzers" from the pinochle tables.

During the slack season the stork has been active, any one would think this is

Finnland—where they can't fish in winter.

Brother Ed Stephenson, member of council of Pleasantville, that town of lawn-mowers and mortgages, over on the main land, is going around all puffed up and handing out cigars in silver wrappers—cause it's a boy.

Brother Clyde Gandy, also of that town of simple life and home duty, declares himself eligible for the prize—a 28 karat solid gold-plated hickey, donated by the "old timers" to the successful member whose efforts to increase the natural membership of Local No. 211 brings results.

Brother Harry Camp, of Linwood, another one of those towns over in the sticks, reports his contribution, a future member of the women's auxiliary.

The Old Timers in executive session decided to award him the "brass ring"—you all know the old merry-go-round rules.

The following is a list of the brothers who have bumped their heads on the altar rail saying "I do" and have failed to send in reports: "Feet" Eger, "Fish" Frommer, "Bill" Paxson (second round), "Mike" Steinberg, "Carlos" Kersh, Burt Brown, Charles Schott, "Tommy" MacAdams, "Shorty" Bernard (? round).

Yeh! that's right; Brother George Bernard, alias Shorty, former member of Locals No. 21, of Philadelphia, and No. 210, of Atlantic City, is in a weak moment took unto himself a "frau." We'll let the world know the date of the house warming. It looks as though we'll have to keep the dear Brothers off the beach or have them vaccinated.

Greetings to Brother Milt Turner, up in the wilds of the coal regions in Susquehanna City, Pa. Say "hello" for me to that old timer, Rusty Swartz, of Local No. 81, Scranton, Pa., if you meet up with him.

The days of chivalry are not over—our own Brother Bachie is still old fashioned enough to get up and give a lady his seat on the water wagon.

Brother Orrie Hills, former city electrician of Margate City, is going round with that satisfied look over the notoriety the holiday electrical display along the Parkway is bringing his fair city.

The proposed Schmeling-Sharkey championship bout that we all thought was a sure thing for Washington's birthday at the convention hall, has flivvered—now we don't know when it will happen, if ever.

Brother "Jimmy" Brannigan, who was a favorite in the stork contest, staged by Local No. 211 last year, failed to show. Jim has been sporting a new "racketeers" camel-hair coat and a fellow cannot have two hobbies.

"Nosed out by four votes"—that's Brother George Richmond's story after running for office in Absecon, another one of those up and coming towns over on the mainland.

G. M. S.

L. U. NO. 212, CINCINNATI, OHIO

A Mythical Trip to Washington

Editor:

Having been appointed at our regular meeting of December 16, as press secretary, to succeed Brother A. C. Carter, the writer chose this manner of introducing himself.

Well, so long, bunch; I'm on my way to Washington to hobnob around with the scribes of the I. B. E. W.

Thanks for the job; hope I will be able to please you.

Here a certain amount of time elapses and I arrive in Washington. "Hey, taxi, 1200 Fifteenth Street N. W." I called out that address just as if I had lived there all my life, or knew all about the town and all I had ever seen of Washington was a picture of the capitol building.

But, as you all realize, I had to lay it on heavy, and in due time the taxi driver set me out at the offices of the I. B. E. W.

I introduced myself to Brother Bugnizet and told him I had been sent up here to represent Local No. 212 as its press secretary.

He told me he was very glad to have me up there in this capacity, and would be delighted if every one of the locals would be represented in each issue of the JOURNAL.

"Come on," he said. "I want you to meet the rest of the scribes; they're a fine bunch and they'll be glad to have you with them.

"Now, that you have met these birds, I'll show you to the office that you are to occupy when you come up here each month. What are you smiling about? All of our press secretaries have an office."

And, sure enough, there it was, Room 212. On entering, the first thing that caught my eye was a photograph of our first press secretary, Brother E. W. Simonton, better known to all the scribes as "The Copyist," but to our own members as Ernie.

And, by the way, this fellow, Ernie, has set quite a record as press secretary for anyone following in his footsteps to shoot at, due to the fact that each issue of the JOURNAL found an article in there by The Copyist, and Ernie served this office for several years, and in all probability would still be there if he hadn't nominated his own opponent and urged the members to support him, and was only defeated then by the large majority of one vote.

In the opinion of the writer this was really a resignation.

Well, I just have to run up to Room No. 308 to see The Woodchopper, who represents St. Petersburg, Fla., as he is an old member of L. U. No. 212, but I hope he has something else in his room besides whole wheat.

At our regular meeting of December 16 our members were notified that at the first meeting of the new year our office would be located on the second floor of the Brotherhood of Railway Clerks Building, Court and Vine, a very desirable location and another progressive step for L. U. No. 212.

A move of this kind will, I am sure, help to give our organization a little more prestige, thanks to our trustees and our office force for being foresighted enough to consider our needs.

Local Union No. 212 wishes at this time to extend our sympathy through the JOURNAL to the family of our late International President, Brother James P. Noonan, and to the entire Brotherhood in the loss of our esteemed president, who has served our cause so faithfully.

We also wish to congratulate the International Executive Council on its wise choice as his successor. Brother Broach is well equipped to handle the executive affairs of our organization, and the good wishes of Local Union No. 212 are extended to him.

I trust that my first efforts as press secretary will not be too severely criticised as you must consider that I am only a rookie at this game and with just a little coaching may make the following numbers more interesting.

Now that I have my copy ready for the printer, I must wish Brother Bugnizet, the scribes, and the entire I. B. E. W. a very Happy and Prosperous New Year.

My business here for this time being through I think I'll take a stroll down Pennsylvania Avenue and give this burg a treat by letting them look me over, then a train and back to Cincinnati.

I have passed all the tests of the time honored scribes, so I have had the S. S. degree conferred on me, which will be attached to my future articles.

Due to the fact that the end of my index finger on my right hand is getting sore from punching this typewriter, and the Mrs. is ordering the fire banked for the night, I guess I'll check out.

W. F. MITTENDORF.

L. U. NO. 230, VICTORIA, B. C.

Editor:

Power companies all along the Pacific slope, both in United States and Canada, are facing a serious shortage in water owing to the unlooked for, and for this time of the year, unprecedented dry spell.

In Vancouver City, B. C., the British Columbia Light and Power Company have found it necessary to withdraw a number of street cars from the different lines, and have requested mill operators, and other large users, to economize to the utmost extent in their use of the current. The operation of their auxiliary steam plant up to date has cost them \$350,000.00. Among other steps to help, the city has cut out 50 per cent of the street, cluster lights. Though not as severe as on the mainland, the situation on Vancouver Island is causing much uneasiness.

South of the line the hydro crisis is so alarming that on November 30, at a joint conference between the cities of Tacoma and Seattle, it was decided to appoint a "Power Dictator" on December 2, to direct the use of power generated by the Puget Sound Light and Power Co. for the two cities, and in addition, the use of the naval aeroplane carrier Lexington, capable of developing 200,000 h. p., was asked of President Hoover by Senators Dill and Jones and Representative Johnson, all of the state of Washington. The President was told that there was not enough water to generate the power needed, and that unless relief could be provided, the situation would shortly become very acute.

The weather forecast for the month of December is not very encouraging, and, though one does not like to pose as an alarmist, yet the sinister thought arises, what, if owing to changing conditions on the Pacific slope, this water famine should become more or less permanent. No doubt power magnates are considering this possibility. May Jupiter Pluvius soon turn on the water taps.

The hunting season is on now, and each week end sees numerous cars headed city wards, carrying fine specimens of the deer with which this Island abounds. Several of the linemen are mighty "Nimrods," and secure their share of the game. Brother Quest brought in two last Sunday. Some of the others are not so successful but they all have alibis.

One Brother is reported to have hunted all one day without success and in desperation he took a shot at a big, baldheaded eagle which was sailing around over head; he missed it; the kick of the gun knocked him back in some bushes where he lit on two rabbits so hard that he killed them both and came home with them singing, "the end of a perfect day."

Brother "Shorty" Haines tells a hunting story of the early days in eastern Canada when muzzle loaders were still in use.

He said, "There was a feller went out a huntin' moose in the back woods. He picked a good spot alongside a run way and then started to load his gun. He poured five fingers of black powder down into her out of the old cow horn, and then, as was the custom, rammed down the paper wadding until the ramrod bounced clear out of the barrel, but when he reached for his buckshot pouch he found he had forgotten it. Just then he spotted a big bull moose trotting down the run way towards him. In desperation he reached into his coat pocket for the only thing he could think of and pulled out a

handful of cherry pits. He rammed them down on top of the powder, put a cap on the nipple and then as the moose trotted by, he pulled the trigger and let 'er flicker, but the old boy never paid any attention but just kept agoin'. Next year the same feller was in the same place, and by heck!" said Shorty, "the same moose come trotting by." "How in blazes," said an cautious listener scornfully, "could he tell it was the same one?" "Why yu' durned ijit!" shouted Shorty. "He know'd it was the same one, 'cos it had cherry trees growing out all over its side!" Brother Sid Neville says, there's too hanged much, old-time stuff in our letters. What he wants to know, is something about the future. Well, in that case, Sidney, I would advise you to consult one of the reliable lady fortune tellers. She would gently clasp your hand, and as she gazed into your soulful blue eyes, would probably say, "Young man! I see a great danger hovering over you! Beware of a bow-legged, grey-haired, old badger, who is going to side-swipe you so hard that if he lands your future will be naught, but an aching void!"

At Local No. 230's last regular meeting in the year 1929, held on December 17, the final balloting for the officers for the new year took place and resulted as follows:

President, Brother Emery; vice president, Brother Neville; recording secretary, Brother Shapland; financial secretary and business agent, Brother Reid; treasurer, Brother L. F. Smith; foreman, Brother Semple; first inspector, Brother Martin; second inspector, Brother Haines; long term trustee, Brother Harkness; press secretary, Brother Shapland.

Local No. 239 owes a debt of thanks to the retiring members, especially President Lemmax, for their faithful services.

A feeling of gloom affected the whole meeting, when we learned through the columns of "Labor," of the untimely and tragic death of our beloved International President, the late Brother Noonan. It was moved and seconded that our secretary send a letter of condolence to the International Office and the charter be draped for 30 days.

Until we read the synopsis of his life, few of us were aware of the strenuous conditions he had to overcome, in the days when labor was just beginning to awaken to the necessity of organization, and of how the knowledge and deep understanding of labor's needs then gained, coupled with his acknowledged tact and diplomacy, were responsible for his rise to such high positions as President of the I. B. E. W. in 1919, a Vice President of the A. F. of L. in 1924, and to other high offices at home and abroad, all won by the sheer force of his brilliant intellect and high principles, and the proud position which the I. B. E. W. holds today among the leading labor organizations of the North American continent, is largely due to his wise leadership. Our sincere sympathies are extended to his wife and family in their hour of trial.

The International Executive Council made a wise selection for president. Brother H. H. Broach is well qualified to wear the mantle of our late president with dignity and honor. His abilities and character are too well known to need recounting here.

Among other resolutions passed in the meeting was one instructing our business agent, Brother Reid, to investigate and relieve any cases of want or distress among our members.

Brother Haines, of the sick committee, reports Brother McKee, who is laid up with a lame knee, will not be able to return to work for some time. Tough luck, Brother McKee, especially at this time of the year, but all the boys are hoping to see you back soon.

Brother Robert Baxter, who is having such a long, hard fight to regain his health, has left the Jubilee Hospital here and gone to the Tranquille Sanatorium, at Kamloops, B. C., where the higher altitude and dryer climate may benefit him.

The recent, heavy rainfall has relieved the anxiety over the power situation on Vancouver Island but it will take a lot more rain to bring things back to normal on the mainland.

SHAPPY.

L. U. NO. 256, FITCHBURG, MASS.

Editor:

Local No. 256, of Fitchburg, has nominated me to fill the office of press secretary. As there is no one running against me I am sure of the election.

This local has been out on strike since October, and, due to the fact that work in our jurisdiction is not very rushing, we have not been able to make much progress towards a settlement.

Local No. 35, of Hartford, Conn., has given us some wonderful support since October, as they have had most of our members down there since the strike started. On top of that they mailed us a check for \$184, which will help us a great deal.

Every man in our local had a chance to be placed on this job and those who did not go have no one to blame if they have lost time during the strike.

We are looking for an increase from \$1.05 to \$1.25 per hour.

Up to the present time we have lost one man and I am in hopes that some day he will wake up and find he is on the weak side. There seems to be plenty of men who are willing to step in and take the place of men who are out trying to better working conditions. I have talked with every one of them and those who did not want to give me a beating all claim the strike is all over and they are not taking our places as the shops are open shops, and this comes from former members. We hope to be able to write again soon and say that our city is all cleaned of this kind of people. We have a contractor in our jurisdiction from Worcester and he has two of our members on the job.

If any local has a demand for men, we hope they will give us a call as we expect to have them all back from Hartford in the near future. Local No. 256 wishes the officers and members of the I. B. E. W. a Happy and Prosperous New Year.

THOMAS M. CLAREY.

L. U. NO. 259, SALEM, MASS.

Editor:

It is customary when talking on a subject, to paint everything rosy. You know—Pollyanna stuff. Let's give it a try out.

A bunch of wire-jerkers, two or three weeks before Christmas, no jobs, no money, no prospects; rents due, groceries due, milk, light, telephone, coal, clothes and sundry other expense items. Isn't that a cheerful outlook? Righto! How does this bunch of Pollyannas take it?

"You know, Jack, it's great to be out of work at this time of year. No money to spend, so no worry on that score. Bills, did you say? Snap out of it, Bill; this is no post mortem. Take a slant out of the window and see the snow. Nature sure is wonderful. Who was it said 'Snow, snow, beautiful snow'? Dippy the Dope! Trying to kid me, eh, Bill? It means less chance of working and the belts will have to be drawn tighter about empty bellies, but we should be thankful for that which has been tossed to us.

"Don't let bills floor you. Next summer is coming and you can pay them then. Sure, there will be as many more piling up but here is how we can laugh that one off—think of the other summers coming. You sound more natural when you laugh like that, Bill. As for the old bank account, think of the kick we get out of that! scrimping and scraping to put a few dollars away for sickness and emergencies, then, bingo! old man unemployment snatches it away; then we have that great satisfaction of starting all over again. Jeez—that tickles my funny bone. It sure is great to be loafing."

Now we know all the out-of-work Brothers feel exactly as above and have great pity and compassion on those who are so unfortunate as to be dug in for the winter. But enough of this.

At this writing, in this small local there are quite a number loafing. Things look bad. This no doubt is the situation in other locals. Though it is always expected, when things are going good everyone forgets about it. No talk about remedy—no plans for the seasonal unemployment—no regard for the protection of members.

Eats At Nation's Vitals

Extensive unemployment eats the very vitals of a nation, but what is more tragic is the effect on the human mind and body. It causes despondency and ill-health; it breeds lawlessness, dishonesty and contempt and hatred for society in general. No matter how strong a man's will, how rigorous his training in faith, or the strength of belief and pride in himself, give to that man an extended period of unemployment during which time his hard-earned savings are dissipated, necessitating a restriction of living conditions, often to the extent of denying to his flesh and blood the proper sustenance and clothing which their bodies require, causing him to resort to credit, sometimes a good friend, but always a hard master, and the bills pile up; his outlook is anything but rosy; if he owns furniture he is very fortunate—the vultures are in every city who prey on such unfortunate at exorbitant rates of interest, but the shyster demands his pound—give him, I say, an extended period of unemployment and his will will be broken, his faith undermined, and his belief and pride in himself shattered.

Society loses. You may meet him in the rooms and chat with him, on the streets and walk with him, in his home, worrying and wondering, and sup with him; he may joke with you and laugh with you, but it is sham—bluff. Behind the laughter is pain and misery—the joking is but the shutter which hides the bitterness in his heart. Society has a human soul to reclaim.

The pain, misery, and bitterness are legitimate. To harbor them is not right. Often he reviewed in this period things which do not fully occupy his mind when he has abundance of work. He sees men working "steady" the year 'round who at meetings never get on the floor to speak, never act on committees, or accept office, accepting however, what he himself has fought for and helped so hard to obtain and then their interest ceases. Rules and regulations mean to them something which if evaded gives to them an added advantage over somebody else. What is his protection? Nothing.

There should be and must be a remedy. Most Brothers are willing to earn their living, but when the opportunity to do so is nil, there should be protection. But how?

Partial Remedies Recalled

Partial remedies have been effected and applied. The better known of these are, immigration restriction, the 44-hour week and

the eight-hour day; the five-day week with attendant increased wage scale; straight wage increase; restricting overtime work by exorbitant overtime rating; and workers education, furthering knowledge of trade and supplying the power, through knowledge, to grapple the greater unseen forces of the economic structure surrounding the worker, thus enabling him to advance his struggle for existence.

Potential remedies are on the firing line: Abolition of child-labor; regulation of working hours for women; the four-day week; the four-, five- or six-hour day; the ever present wage increase; greater efficiency in management; abolition of anti-labor injunction laws; checking of the flood tide of too rapid replacement of workers by labor-saving machines; stopping of the flow of prison-made goods to legitimate, honest, labor markets; restriction of all labor, now performed by prisoners, to those free workers to whom it is their rightful due; diverting of speculative monies to regular and stable business channels; investiture of responsibility to public enterprise (state and national) in helping take up the slack; education of public to plan work seasonally; and, leaving scores of others to the mind, organization of all workers.

Few of these are expeditious.

Today there is insurance to cover about everything but one—unemployment. The A. F. of L. has not advanced far—nor has the Brotherhood. Grant it to be a gigantic undertaking, a start should be instituted. It is up to the local unions at present to be the toreador.

What a Union Is

A union is a group of men banded together for the advancement and welfare of their common interests. Individually they are helpless. Together they can improve their conditions by hastening and compelling the aforementioned prerogative; restricting the activities of unscrupulous employers; raising working efficiency by eliminating working hazards; preventing exploitation and subsidizing of labor; protecting the pay envelope by assuring the worker payment of service performed; promoting mutual welfare; and instances innumerable.

These being facts, it should be borne in mind that conditions are not obtained by individual effort, but by the concerted action of a majority of members. So, are not the members who are subjected to two, three, four, and oftentimes more, months of forced cessation of labor, entitled to more than indifference, snickerings when "Any member out of work" is read, pity, or worse—a complete ignoring of his situation.

On every member is imposed an obligation to protect the interest and welfare of worthy Brothers. If there be any who are so fortunate as to obtain a so called "steady job," which carried with it all benefits derived by union action, then this obligation should, and in time will be, recognized.

Recognition is one thing, remedy another. Until such time as a very direct method of approach is devised, nothing will be gained. Personal interest must be aroused.

A sad commentary, but true: Unionism individually is selfish and odorous. Not being affected by any condition, regressively, many members forget all but self. The attitude seems to be: "So long as I am getting mine, to — with the rest." The sense of obligation must here be aroused. Nothing will accomplish it more than a personal sacrifice, coercive without doubt, tending, by being necessitated to protect their own interests, to further the interests of their fellow members.

Pursuing the course of sick and death benefits, supposing, for an initial thought,

each member be assessed 10 cents on every dollar earned for a period of five years, the sum total to be set up as the principal of an unemployment benefit fund. Example:

First year: Local union with 50 journeymen; wages average \$60 per week. Assessment 10 cents on dollar is \$6 per week. Fifty members times \$6 is \$300 per week assessment; \$300 times 52 weeks is \$15,600 per year. Fifteen members unemployed times three months or 45 months' unemployment; four weeks to month times 45 months is 180 weeks; 180 weeks times \$6 is \$1,080 benefit loss. \$15,600 less \$1,080 is \$14,520, total collected. This \$14,520, invested at 6 per cent will bring \$871.20 interest; \$14,520 plus \$871.20 interest is \$15,391.20—total benefit. Benefit paid: 180 weeks at \$25 per week is \$4,500. Balance, \$15,391.20 less \$4,500 or \$10,891.20.

Second year:

Balance from previous year	\$10,891.20
Amount collected	14,520.00
Total	\$25,411.20
Interest at 6 per cent	1,524.67

Total \$26,935.87

And so on for five years.

These figures do not take into consideration days out, holidays, etc., but are given straight to demonstrate potentialities. It can be seen that ending a five-year period, the money, wisely invested, would have the accrued interest to care for the unemployment.

A question certain to arise would be the eligibility of a member to participate. Continuous good standing in local; percentage basis computed on time in local and amount of paid assessment; a definite period of forced unemployment; benefit then retroactive from beginning of period; sum total of all forced days of unemployment during course of year being basis of computation; these and many more, singly and in groups, could be thrashed out to meet the particular emergencies in the various locals. Loud opposition and much doubt will be the answer to this; however, if this be so, there will have at least been a little thought in place of mental void. That will be something.

There may be a good smack of socialism here, but when looking for remedies the right doses may be bitter but curative.

To close, may the next year's numbers of the WORKER be as good as this past year's, and, if possible, bigger and better. To the Editor: Congratulations for rewarded efforts. Yours for a Lucky New Year.

J. FLYNN.

Postscript: Election returns: Brother Ed Sargent will wield the mallet this year; Brother Fisher, vice president; Brother Cranney, still collects the dues; Brother Dean will record for another year; Brother Musto, treasurer; Brother Ayers, first inspector; Brother H. Irving, second inspector; Brother Perrigo, trustee, three years; Brother Kand, member of executive board, elected from floor; Brother Flynn, press secretary.

L. U. NO. 284, PITTSFIELD, MASS.

Editor:

It never occurs often; but again from the "Heart-of-the-Berkshires," comes the voice of Local No. 284. It is not our purpose to "Tell the world," anything extraordinary, but we do desire to inform the Brotherhood at large, that while perhaps in years, we as a local, are yet in the infant class, yet our union activities and accomplishments have

been incredibly successful for a small local; considering the many obstacles that we have been obliged to overcome.

We have every reason to be proud of Local No. 284, its officers, its past accomplishments, and its progressive program for the future. Especially the year just finished. It has made notable records for future historians. Perhaps it might be of interest to our Brothers at large, to briefly speak of Pittsfield, the home of Local No. 284. It is natural for one to wish to give all the publicity possible to his own town, for in his own mind he imagines that his own home town is just a little better than the other fellow's.

Pittsfield, with its population of some 50,200, is located way up in the hills in Berkshire County in the western part of the Commonwealth of Massachusetts. It is 1,037 feet above sea level and enjoys the distinction of being the "Queen City of the Berkshires." More often spoken of as "In the Heart of the Berkshires." During the summer months it is the Mecca of wandering tourists and thousands of cars from every part of the country and Canada are seen upon our streets. It is here that the great General Electric Co. has one of its large plants employing thousands. The paper which our government turns into currency is made nearby in the neighboring town of Dalton. Eaton Crane & Pikes writing paper is famous from coast to coast, and we have many woolen mills and other industries. And our natural scenery is a wonderful gift from the great Creator; beautiful, none finer anywhere in the country; glorious when clothed in its robes of autumn colors. It is here that poets Longfellow, Holmes, Sheridan and others found inspiration for their gems of poetry, and today we are honored to have with us writers of fiction such as Clay Perry, Harlan Ballard, Sylvester, Beebe and others. It is also a fair union town, the different crafts are gradually building up through our Building Trades Council and Central Labor Union, and it is only a question of time when Pittsfield will rank among strictly union labor towns.

It is surprising and gratifying to us of the electrical craft, that in four short years through Local No. 284, that we have been able to put a rather flexible wage scale on a fixed and satisfactory basis, remedied rotten conditions that existed and eliminated to some extent that scourge of the union electrical contractor and unfriendly foe to unionism, the "one-cylinder" contractor, commonly termed here, "carpet-bagger." Brought into the fold some 40-odd skeptical, pessimistic wire pullers, and cemented a mutual friendship with our previously indifferent contractors. Our program for the future specifies the invasion of the northern and southern parts of our jurisdiction where we have fond hopes of adding new laurels to our achievements.

Our boys have kept pretty busy with plenty of building operations going on here, and indications point to plenty of work through the winter until spring at least.

Our recent election of officers has brought back for two years' service the faithful old stand-bys, and a few new ones to carry on the good work of No. 284. And back of it all, with a watchful eye and guiding hand is Brother John D. Nelson, our presiding officer. It is mainly through his persistent, untiring, unselfish efforts, that Local No. 284 holds the enviable position that she does with the other crafts today. He was brought up in the cradle of unionism, nourished on the milk of Brotherhood, and lives a one hundred per cent union life. He "thinks it, talks it, sleeps with it, and fights for it." Always "hard-boiled" with the delinquent,

but fair minded, lenient and "humane" with the penitent deserving. May we say in closing:

While our local, Brothers, is mighty small,
And four years old, chartered in 1925;
Yet we're proud to say, one and all,
For a youngster, it's very much alive.

While we're not the members, of Local 3,
Nor the finances, perhaps, of others;
But way up here in the Berkshire Hills,
We are all for one, and all are Brothers.

For a common cause, like you, we're working,
To make the world, for workers, a better
place to live;
And 'tho our efforts may be small, there's
no shirking,
We're glad to "carry on," and give, and
give, and give.

E. C. S.

"Voice from the Berkshires."

L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

It is with the sincerest regret that we of Local No. 292, note the passing of our esteemed International President, Brother James Noonan. Not only do we grieve for him as a chief executive and a Brother, but the terrible circumstances of his going, the horrible suffering that necessarily accompanies a death of this kind, makes our grief all the more poignant. Brother Noonan needs no eulogy from me; his record speaks louder than anything I might say, and the Brotherhood undoubtedly realizes that by his untimely demise, we have lost an able and valuable officer and a very lovable friend and Brother.

The article in the November JOURNAL entitled "A Young Carpenter Takes a Look at His Job," makes prominent certain facts of the modern industrial situation that are of vital interest and should be of a thought compelling nature to all organized labor generally. The article touches on many points of interest in our present industrial relationships, but the two points that are of chief interest and pertinence here are, the false impression of disproportionately high wages paid in the building trades which is created in the public mind by the daily or hourly wage system in connection with the wide variation in tenure of employment, and the light the article throws on intermittent employment and unemployment, the greatest curse that labor is suffering from today. These two conditions are very closely related. In fact, the one is largely responsible for the other. The proof of this lies in the fact that the tenure of employment, of those who work by the day or hour, is far more precarious than of those employed on a straight weekly, monthly or yearly basis, and it is the so-called "day workers" that form the vast majority of those in the ranks of the "army of the unemployed."

Years ago, the weekly and monthly system was the more prevalent method of employment, and at that time, employment had far more stability than it has now.

Organized labor at that time was much younger, more inexperienced and much weaker than it is today, and it found itself confronted with considerable difficulty under that system in obtaining extra rates of pay for overtime, or in some instances any pay at all, also in shortening the length of the working day. In order to overcome these difficulties and as a strategical move to more successfully combat the "piece-work system," it took up with the idea of the "day work system." The policy was logical and legitimate under the conditions of that time, but as the poet says, "New occasions teach

new duties," and it seems to me that the time has arrived when organized labor should execute an "about face" in this matter and start advocating the weekly form of employment.

The labor movement is more mature, more powerful and has more experience today and I believe that, with the use of the proper tactics, something could be accomplished along this line without the loss of any of the advantages that were gained under the day labor system. Of course, I realize the order is a large one—a task, Herculean in its proportions, and all the more difficult of accomplishment because it is only one of several that demand the immediate and concentrated attention of organized labor if this unemployment menace is to receive any material relief.

True, the labor movement has already made a start with one of the necessary moves in the attempt to relieve the unemployment situation (I refer to the five-day week), and this must be followed up and, if possible, made universal. However, the five-day week is only "a drop in the bucket"—much more must also be done.

President A. F. Whitney of the B. of R. T., in an address at Cedar Rapids, Iowa, said, "If the six-hour working day is not effective within three years, city streets will be filled with jobless workers." He is right. The six-hour work day is another of those measures that organized labor must advocate wholeheartedly and at once.

The time is ripe for organized labor to make all the possible moves against the unemployment menace. The outcome of President Hoover's conferences, the resolutions which emanated therefrom and the President's attitude relative to the unemployment situation, have developed a sort of atmosphere or attitude of mind favorable towards any measures that will tend to bring relief or promise a solution of the unemployed problem. Much of this, of course, is only a gesture, largely pretense, and the most of it is only skin deep, hardly that. It will not last long. If we are to take advantage of it, we must "strike while the iron is hot." In fact, I am afraid that before this gets into print, it will be already too late to allow sufficient time for any effective moves to be made that can reap the advantage of it, though I hope not. Be that as it may, either with or without the aid of this public sentiment, the labor movement should institute these policies of which I have spoken. We should do all this and more, for if these measures were all put into operation, they would be a relief, not a cure. As long as one class owns the jobs that another class must have, there will always be unemployment, and while there is unemployment, there will be need for its relief and the answer to this, I believe, is "unemployment insurance."

I have already written in advocacy of unemployment insurance (see *JOURNAL*, March, 1928), and I am still convinced that it is advisable that the labor movement adopt it as one of its functions in the policy of ministering to the economic needs of its members. The scheme is not only attractive and desirable, but in the face of existing conditions, necessary and, I believe, extremely practical, if put into operation in the right way.

Understand me, I don't mean to imply that one scheme of unemployment insurance could be applied to the entire labor movement, for I don't believe that it could. Each international union (in some cases perhaps even each local union) would have to work out their own methods in accordance with their particular needs and circumstances.

Nor do I mean to say that the insurance could be put into operation at once and for that very reason it is all the more impera-

tive that a start be made as soon as possible.

The various contributory factors that are the underlying causes of unemployment are inherent in our existing industrial system, therefore, the condition is not temporary, not a passing phase, it will continue, not as it is, but in ever increasing dimensions. It is as much a problem of the future as it is of the present.

In our own Brotherhood, I believe that very much the same general plan that was used to put the pension fund in operation could be utilized in the adoption of unemployment insurance. It might cost a little more, but it would be worth it.

If it should appear after a more extensive investigation that it were inadvisable for the plan to be put in operation through the International Office on account of differing local conditions of unemployment or variations in wage scales or for any other reason, then I would suggest that it would help if the International Office were to lend its moral support and assist in an advisory capacity towards inducing each local union to work out its own scheme of unemployment insurance as compatible with its local needs and ability.

There is much more that I could say in favor of unemployment insurance, but I don't think it needs much boosting. The scheme should sell itself, and as one must stop somewhere and I don't wish to monopolize too much space, I will bring this letter to a close.

W. WAPLES.

L. U. NO. 369, LOUISVILLE, KY.

Editor:

Knowing what a happy feeling one has when wishing our friends and even our enemies a Merry Christmas, we of No. 369 just had to try and wish every member of our splendid Brotherhood a very special wish, and that is, may this be the happiest day of the year that is slowly passing, taking with it happy hours, old friends gone but not forgotten, good and bad breaks, and many other happenings that will remain forever in our memories. Then as Christmas with all its courage that it brings to human hearts, passes by, bidding us look forward to a brand New Year—holding new resolutions, new plans, hopes, etc., let us, while making resolutions, not forget our organization and plan to do all in our power to make it grow, so that when another year is about to begin we can be even more proud of it.

As we bring our message to a close, wishing every one every blessing, and all the hap-

piness that can be ours in a year, let us not forget to ask God's blessing upon our Brotherhood and to lend us guidance.

A Merry Christmas and a Happy New Year to all.

ROBERT BARRY.

L. U. NO. 373, SARANAC LAKE, N. Y.

Editor:

Here is a letter that should have been written long since. Here's hoping it will be published in the *JOURNAL*.

It may be news to some of the New York State Brothers that there is a local up in the sticks. But we have been here since July, 1926, and as far as I know we have the only one in the northern part of the state; that is, north of Utica's 181, and Glen Falls 389. You 181ers please take notice, when you come up into this part of the state. Those of you who have been up to the immediate vicinity of Saranac Lake have been punctual enough about presenting your cards to the local. But why can't you fellows who come into the surrounding territory to work at least let us know you are up here?

I'll admit that a couple of years back about the time that I resigned from the office of press secretary, and moved out of Saranac Lake there was some mix up about the card of a Brother from 181. But I sincerely hope that the Brother did not lose standing due to that mix up. So, while our charter defines our jurisdiction as the village of Saranac Lake and immediate vicinity, I would like to believe that aforesaid mix up will not deter business agents who send Brothers up into the territory over which unwritten laws allow us jurisdiction; from extending us the courtesy of instructing such Brothers to present their cards as soon as they come up.

Whew—enough of that crabbing. We are a baby local, of approximately 20 members, born in July of 1926. Since that time we have lost some and gained some so the membership has stayed practically the same. We are still working on the original agreement which gives us 44 hours at \$1. There is some talk of a new set being presented in the spring.

Since moving out of the village I have received the *JOURNAL* only at intervals, so haven't been able to keep up with the letters, which same I enjoy very much. I did get hold of a copy of November, 1929, in which I read a letter of Peter J. Anderson, of Local No. 401 of Reno, Nev. Is that the same



NATIONAL VARIETY ARTISTS TUBERCULOSIS SANITARIUM, SARANAC.

Pete who took a card from 373 out there? If it is, let's hear from you. Charles Martin, Box 603, Saranac Lake, is our president and business agent now. The rest of the Brothers can be reached through him. As winter is our vacation time up here; i. e., street-walking time, I am intending to take a little trip to Miami in a couple of weeks with my folks. If money holds out, expect to stay two or three months.

Am sending some pictures of what, to date, is the largest job in this neck of the woods yet handled by 373 members. Couldn't decide which would be the best to send so am sending them all, and leaving it to the Editor which, if any can be published. Sorry I did not have any details of the job to send; ex-



THE CREW OF L. U. NO. 373

cept that is the Tuberculosis Sanatorium, built by The National Variety Artists (formerly the National Vaudeville Artists).

On this job we were helped out by four members of Local No. 181, who appear in the pictures along with two of the local boys and yours truly. Three others who worked on the job at the outset, not being available at the time of taking the pictures are excluded from the same. Our president, Charles Martin, kindly took the pictures for us.

Believing this to be enough for the initial attempt, both on my part and on that of the local, I will now adjourn and go out to the woodlot and cut up a little more wood for use when, and if I get back from the south.

Hoping all who see this and all the rest have a good time over the holidays.

GUY SUMMERS.

P. S.—The N. V. A. job incidentally was an all union job. That is a step forward here, as we don't seem to be able to get the carpenters pepped up enough to join us in a trades council; although the leaders of the carpenters desire it, they are only about 60 per cent organized. And the painters are very recently organized; while the plumbers are very strong and have been for some years. The masons and plasterers are, as I suppose they are almost everywhere, all in a class by themselves.

G. S.

L. U. NO. 413, SANTA BARBARA, CALIF.

Editor:

From a little Spanish town. I was thinking, what a happy and prosperous year we are about to close, but what a terrible shock we got, in the passing of our Grand President on December 4. But we live to see the good work go on and we are behind Brother H. H. Broach, 100 per cent and know he will go ahead and make the next year a banner one. Success has been his goal and results have been proven beyond doubt. We hope he will give Southern California a jolt, just as he did New York.

Boys, our charter is draped for Brother Wm. Simpson, well known on the coast, a victim of heart failure. Brother J. P. Noonan was a Spanish American War veteran, and so am I. So one is not necessarily old even though having served in that war. Get busy and join some camp.

W. H. WELCH.

L. U. NO. 465, SAN DIEGO, CALIF.

Editor:

Our meetings of December 4 and 18, have been full house, every chair taken. A number of new members taken in and the boys are taking a good interest in building up the local and are doing a good deal of constructive thinking as regards better pay for the hazardous occupation they follow. Taking a chance of their life every day as was brought to mind with a jolt when two of our Brothers, John Larkin, and Fred C. Eberhart, were killed, and a third, Arthur Hyder, still lying in the hospital in danger of death from electric burns caused by the throwing of a switch, sending 11,000 volts into an underground cable they were splicing in a manhole at Kettner boulevard and E street, San Diego.

Despite this cloud of sadness felt by every Brother of L. U. No. 465, we have all our officers elected and ready to be installed for 1930. They are good ones, too. Progressive, but ready to defeat any political move that will curtail our rights as was proven when the labor vote of San Diego killed the passage of a new city charter, that would have given a city manager supreme authority with no chance to recall him.

Following are the new officers for 1930: H. L. Leggett, president; N. A. Blood, vice president; R. J. Wilcox, recording secretary; J. F. Walker, treasurer; A. G. McGovney, first inspector; O. M. Warner, second inspector; J. F. Yocom, foreman; H. M. Baker, financial secretary; L. F. Barnes, W. T. Hanahan, trustees; J. F. Yocom, press secretary.

J. F. YOCUM.

L. U. NO. 479, BEAUMONT, TEX.

Editor:

I know the WORKER will be surprised to hear from Local No. 479, Beaumont. It has been some time since you heard from us. We have just elected and installed our new officers for the new year: President, Brother M. F. Davies; vice president, Brother Lacy Bowers; financial secretary, Brother Westley Holst; recording secretary, Brother L. R. Schmidt; treasurer, Brother E. F. Shaw; business manager, V. G. Hinote; executive board, Brothers Shaw, Holst, Bowers, Hoffman and Schmidt; inspector, Brother W. A. Domangue; foreman, Brother Martin Hebert; press secretary, V. G. Hinote.

Work seems to be about as good as usual here for this time of the year. However, a few members will greet the new year unemployed.

We are going to have a real Christmas party on December 28, at the Legion Hall. It's one of those live wire kind that only electricians know how to put on. The Port Arthur Local, No. 390, boys have been invited to come and bring their families. A Christmas tree, music, dancing and good things to eat with all kinds of surprises are promised by Brother White, chairman of the entertainment committee.

Boys, I can't help but praise our JOURNAL right here. There's good in every line of the issue. The November issue carried an article on "City Directed By One-Man Government—the City Manager Plan." Our city being ruled by a city manager made the article very interesting.

This being my first letter since I was elected scribe, I will make it short and try to do better next time.

May next year be a Happy and Prosperous New Year to all organized labor, is the wish L. U. No. 479 sends through the JOURNAL.

V. G. HINOTE.

L. U. NO. 514, DETROIT, MICH.

Editor:

The members of Local No. 514, of Detroit, Mich., deeply regret the passing of our late International President, James P. Noonan. Brother Noonan was known to the majority of us only through our reading his articles in this, the JOURNAL, and the Labor News, and of knowing him as our president. Although our feelings can not be as deeply rooted towards one with whom we have not come in personal contact, we feel the labor movement has lost a leader who has done much to build up the morale of this, his organization; and deeply regret that he was called before his work had been completed. Brother Noonan, as we have read, was dearly loved by all he came in contact with and was indeed a benefactor of the working man.

Brother Noonan has left us a very worthy successor to his office, in Brother Broach. One we feel who can carry on in part most of the work left unfinished by him, and also one who has very constructive and progressive ideas of his own.

I would like here to quote Brother Broach from his speech after his election to this office for the benefit of those who did not read it as in this one paragraph he says enough to make any local succeed if they would but follow it. He says: "Our organization has been built not by talk and speech-making, but by devotion and hard work."

Follow that out and we can't help but succeed. Getting the devotion is the big chore. I hope all these long-winded babies that talk a long time and don't say anything will take heed.

Yours, Brother Broach, for a very Happy and Prosperous New Year, and a very successful and lengthy administration of your office.

FRED ROBINS.

L. U. NO. 530, ROCHESTER, MINN.

Editor:

Mr. Editor and Brother members, by the time you read these few lines Christmas and the New Year will be just a memory—maybe to be cherished in token of some unforgettable event which you will carry on down through the years.

Yuletide brings tidings of good cheer, presents of remembrance from those dear ones, and memories of labor long departed.

So it is with bowed heads and sorrow in our hearts that we recall the passing of Brother J. P. Noonan. Our draped charters and resolutions are in tribute to one whose life was devoted to the cause, and a resolve to carry on. For we want to make his dream of a larger and stronger Brotherhood as true in reality as it was visioned in his dreams.

So carry on, with the determination to surmount all the obstacles which we are confronted with, and win that most cherished crown, the crown of supremacy, which by virtue belongs to our Brotherhood.

We are entering into a new era of development, which with our master engineers and mechanical appliances we are and will continue to do unheard or unthought of things.

We are living in what may be termed the mechanical age, for practically everything which uses labor is partly or totally mechanical and with the constant adoption of mechanical appliances, we find an increase of unemployment. Again we are trying to overcome an ever increasing menace to labor and that is unemployment—it has become really tragic and drastic steps must be taken to offer some means of overcoming it.

There is one way to partially overcome this menace, and that is to agitate the construction of public construction jobs during slack periods.

This is being done here in Rochester. There is to be a new fire hall built here the coming year and the present one moved from the center of our main street, so as to enable the continuation of Broadway South.

As there is a large building program outlined for the coming year and practically none this winter, we decided that if this fire hall was built this winter, that it would give the building trades something to do in the slackest period.

The Rochester Central Body, working in conjunction with the Taxpayers' League, the Commercial Club, and several other organizations, drew up a resolution for the immediate construction of a fire hall and the removal of the other one.

The result was that we won our first argument in regards to same, for the city council has called a special election of bonds; now if we can do enough talking to convince the public that the immediate construction of this new hall is essential, then we have won a good thing, for it will dispense with some unemployment.

So, Brothers, let's try to make it a general practice to augment the construction of public works during slack periods. It is the taxpayer who must pay for them, and it gives the taxpayer a chance for a little coal and some bread and butter for the little ones where otherwise he may not have it.

Yours for greater expansion.

H. J. WELCH.

L. U. NO. 572, REGINA, SASK., CAN.

Editor:

With the able assistance of Brothers McBride and Nobles, and the untiring efforts of some of our members, we have succeeded in building up this local. Although we are not as strongly organized as we should like to be, we hope to be able to report improved conditions in the near future. We have only been organized a few months. We have signed up some 50 members and are taking in a few more occasionally.

Work is fairly good here at present, most of us are getting in full time and probably will do so until after Christmas.

What has become of L. U. No. 405? I haven't seen anything from you since this local was organized and we began receiving the JOURNAL. Let us hear from you.

Well, Brothers, this is all for the present, but you will hear from us again soon.

L. A. FREEMAN.

L. U. NO. 656, BIRMINGHAM, ALA.

Editor:

Just a few lines to let you and all the boys know that Local No. 656 is still on the map and doing business at the same old stand. The boys at this point manage to stay busy. Work at the terminal station has started and we have had one extra man and an apprentice at this place for some time and about four men from inside Local No. 136 on the new sheds, as this job was contracted to a Birmingham company.

The weather in the sunny south—that is, if you call Birmingham, Ala., in the sunny south—has certainly got a cross somewhere, as the kind of weather we have been having here of late certainly would be more fitting around some northern state or city.

It is about time in this old state for another election. As 1930 rolls around we hear from some who are seeking office who are our friends and some who are not. It is up to the laboring men of Jefferson County to study the candidates this time and be sure they can be depended upon to do the right, fair thing.

George Frey, a state representative, has announced for the Senate, and from the past

record of Mr. Frey in the House of Representatives, in trying to amend the compensation act, and the stand he took in defeating the double primary bill and his efforts in trying to secure a 10-hour bill for women, he will be for the working men. These are just a few things which I call to mind at present, and for which he received the thanks of the transportation brotherhoods' legislative committee. It has been the good fortune of the writer of this letter to have known George Frey since boyhood, having attended the same grammar school, and I can safely say Mr. Frey has always been found fighting for the working man. Now is the time for labor to line up solid behind a man who will fight their battles, and this Mr. Frey has always done.

LEWIS A. MONTGOMERY.

L. U. NO. 1037, WINNIPEG, CAN.

Editor:

Local No. 1037, I. B. E. W., bows its head in sorrow at the passing of President James P. Noonan.

Another year has passed with its joys and sorrows, trials and tribulations and in passing the year 1929 in review, we don't think we have done too bad. True we may not have gained a great deal. We haven't got the five-day week yet, but more power to the locals who have. The calamity howlers of a few years ago, who opposed the change

from the 10-hour to the nine-hour day, later from the nine-hour to the eight-hour day, and still again from the six-day week to the five and a half-day week, and now to the five-day week are the same bunch who said they could never live on the earnings of the shorter day, and they are still with us. What fools we mortals be.

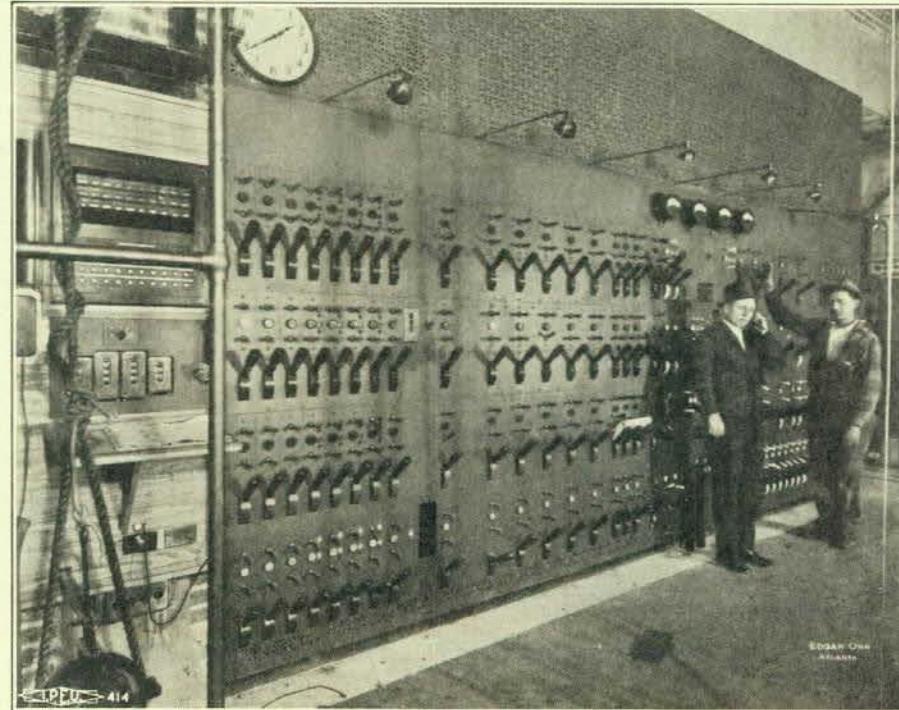
Forever chasing the almighty dollar and after we get it, what then? A committee interviews the boss for a raise in pay and after weeks of worry we get the raise. Up goes the milk, up goes the bread, and all the other necessities of life. The business agent gets a raise and even our International Officers vote themselves a nice comfortable raise. What's the use? It's a good thing we only have a convention every two years.

Well we are still very busy up here yet, cleaning up after that storm. Snowstorms, one after the other, have pretty well buried the leads under ice and snow and I think they intend leaving the rest of it buried till next spring. However, everybody is working yet and the boys ought to have a few dollars to buy a bottle of Scotch with this Christmas. The writer is still nursing that broken leg and although able to navigate, is still confined to the house. Here is hoping for the extension of the five-day week in 1930 and let everybody get behind our new president, Brother Broach and make 1930 a year to be remembered by the entire Brotherhood.

IRVINE.



THIS FINE CREW WIRED THE NEW SIGN MOSQUE AND FOX THEATRE, ATLANTA.
THROUGH COURTESY OF W. P. WIER, L. U. NO. 613



BACK STAGE, THE GREAT SWITCHBOARD

L. U. NO. 1144, BIRMINGHAM, ALA.

Editor:

Will let you old timers hear from old 1144. We are still on the firing line. Work is out of the question here. Of course the same old story is heard wherever you go, but just take a wild goose chase and find it all the bunk and then wonder why stump jumpers don't quit floating around.

Well, Brothers, I sure do need a job bad, would sure appreciate hearing from some Brother leading me to a job. I have managed to keep my card by a little job now and then and I am still loyal to my fellow Brothers also.

Well, B. N. Cope, Billies Cope, how is everything? Would like to hear from you some time. Well, now is the time for the union ticket to help me. This is hoping that I find a job, don't care where.

Well, Brothers, will try again to keep you in touch with Local No. 1144 next month.

W. E. JACKS.

L. U. NO. 1154, SANTA MONICA, CALIF.

Editor:

Our charter has been draped in memoriam to our late Brother and leader, James P. Noonan. The Brotherhood has lost one of the ablest men of its ranks. Brother Noonan proved his worth in all respects. The chapters in Brother Noonan's book of life are many, with honor, hard and conscientious work. Memories of his accomplishments will always remain with his followers. Starting at the bottom rung he gained the heights with glory and esteem. Long will he be remembered by his teammates and Brothers. The Brothers of Local No. 1154 bow their heads for one brief moment in silence to the sad memories and loss of our departed leader and Brother.

Everyone is doing their Christmas shopping and time is drawing near for old St. Nick to make his appearance. The boys have all been busy on the holiday decorations and things by this time seem to be taking on quite a color. Although we haven't the snow and ice ponds to help out the occasion, everybody has the spirit and everybody trades their furs for a bathing suit and a dip in the surf is very appropriate on a Christmas day.

Our work has been rather slow the past three months in our district, although we look for a brighter future as the new year approaches us. I think that the International Executive Council made a wonderful selection in the honors bestowed upon H. H. Broach.

Let the Brotherhood co-operate in all respects with President H. H. Broach. In all projects give your leader the credit due him. His past achievements speak for themselves. Brother Broach is a young man and has a bright future before him and it is up to the Brotherhood in general to support their leader. Brothers, as a whole, do you realize that the wheels of production today depend entirely upon electrical energy, one of the greatest and most important trades of the present day? What a field there is for organization, and how well do the private corporations realize the present facts and you can rest assured that they are leaving no stones unturned to combat organized labor and break our morale and working conditions.

We have a daily paper in our midst that is the most detrimental to organized labor of any publication that was ever printed and I think that it is well that every Brother and union man of all crafts known in the United States and Canada to be acquainted with the name of this paper known as the

"Los Angeles Daily Times," one of the worst enemies of labor today. About once a year they come out with a dirty and stagnant publication and distribute to every human far and wide.

Since the "Times" disaster October 1, 1910, in which there were 20 lives lost the penalty for taking a single life in California is death from the scaffold, or hung by the neck till dead, although the two accused of the crime are both free men. Although 19 years have elapsed, these two men have long since been free men and they left their place of confinement in Packard cars with plenty of money and things were kept quiet. There is another story yet to be told and some day there will be a showdown. I will state, Brother readers, some of the most dastardly acts known have been committed through the influences of private capital and cutthroat corporations to curtail organized labor and any time there is a brilliant man in the field that is strong and influential whereby he may be poison to a few sweatshop corporations, see how quick something is framed up against him, and up the river he goes where he can't expose the rotten working methods of the combined trusts to beat the laboring classes out of a paltry dollar. Why is Tom Mooney where he is today? His best days are over, he sacrificed for you and me. Tom Mooney is as innocent as a new born child, still he is behind those grey prison walls of San Quentin and the sentiment has gone so strong in his favor from all the federations, woman's clubs, church federations that our governor had the nerve to try to bribe him with a parole when a pardon might conflict with his political career of the future with the trusts and corporations. Our honorable Governor Young is a corporation idol.

The city of Los Angeles today is becoming one of the world's largest manufacturing centers. All of our large manufacturers of the eastern centers are building western units and in a great many cases larger plants than the original mother plant and opening up at full production, loading the largest ocean freighters that float the high seas with their product going to all parts of the world.

What is the first inducement given them when they contemplate locating here, given by our chamber of commerce, merchants and manufacturers associations, Los Angeles Daily Times and others concerned? It is labor—open shop and lots of men to draw from. These manufacturers bring only a few chosen workers with them to break in the new workers to their duties in the line of the industry and pay them as they advance, but they never advance much in salary. They school them as to their own methods in the industry, poison their minds against organized labor, form their own company unions with a little measly insurance, etc., and when they lose their position their policy goes with it. That is what we have to contend with here. Still that same company in its eastern home may maintain good working conditions and closed shop with a five-day week.

California is one of the richest states in the United States, producing one of the largest assorted lines of products in the entire United States. Minerals in all lines featuring its gold, cotton, its fruit crops in abundance, small grains, the largest lima bean crops in the world right in our midst or rather Los Angeles and Ventura county, rich oil wells spouting their gushers of oil and gas, new ones every day, from three to 80-thousand barrels a day and they are bringing them in every day.

Last week a test well came in right under our nose, and so it goes. I believe we have the largest field in the entire United States

for an organization campaign of all crafts known to man, to school the workers and educate them to stand their own ground as a massed body of united workers. Then we will gain our equal rights. Until then we must stage the up-hill grind. We are one of the fastest growing states in the world in population and industry. Something must be done if organized workers wish to hold their ground in the west. These same industries have schooled workmen in their eastern plants working under good conditions. We do not have climatic handicaps that the eastern states have every day. Here is a productive day.

We have clean and cheap power and lots of it. Los Angeles is a smokeless city. Our bureau of municipal light and power is owned by the city of Los Angeles; good closed shop conditions, top wages, five-day week, and they expect another raise, but you can attribute it to a set of officers with brains and a few political ideas. That is what we need out here, a whole army of them.

The Southern California Edison Company is one of the largest in the United States, a scabby corporation, starving their men to death and collecting high rates for their service, but as long as a majority of the state railroad commission members carry Edison stocks it is all right; as a municipality the bureau set their own rates which are cheaper in all respects.

Many of the Edison employees are compelled to buy Edison stocks if they wish to retain their position. They get you a going and a coming and you either can take or leave it and a majority of them take the bitter with the sweet.

The weather is warm, no coal to buy and clothes are not required in any abundance to keep your body warm, an old straw hat will do the year around and the natives don't know how to only put on B. V. D's. So why should they worry? This will probably be my last letter to the WORKER as election is due next meeting, so as the tide recedes I will fade out of the picture.

HORNBLOWER.

Women's Auxiliary**WOMEN'S AUXILIARY L. U. NO. 108, TAMPA, FLA.**

Editor:

The women's auxiliary hasn't progressed very much this month. Everyone was busy getting ready for Christmas. Our social meeting for this month was omitted on that account.

We were glad to welcome a new member—Mrs. Smith—in our auxiliary last meeting.

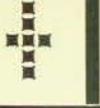
Thanks for the information on where to get a list of union made goods. I am sending to Mr. Manning for a copy. Personally, I like the Jacksonville Auxiliary's idea of making a book of union made goods and putting it in the hall for reference.

I hope to have more to write next month, so will stop now, with wishing all locals and auxiliaries a Happy and Prosperous New Year.

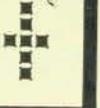
We haven't heard that St. Pete has organized that auxiliary yet. Get busy, St. Pete.

MRS. L. T. PAYNE.

As usual, the International Office will bind the 1929 Journal. This will be a volume uniform with prior issues. Orders will be filled in order of reception, at \$3.75 prepaid.



IN MEMORIAM


A. D. Hay, L. U. No. 125

The Almighty Father has again called from us one of our members—Brother A. D. Hay—and

Whereas during his many years of membership in our organization he has consistently sought for the ideals for which this organization was founded; and

Whereas he has always been a true and loyal member of organized labor; therefore be it

Resolved, by Local No. 125, in meeting assembled, That we extend to the family our sympathy in this their hour of bereavement and that we drape our charter for 30 days in memory of our departed Brother, and a copy of this resolution be spread upon our minutes and one sent to the family and the Worker for publication.

R. I. CLAYTON,
H. E. MARTIN,
DALE B. SIGLER,
(Seal) Committee.

Riley S. Hartley, L. U. No. 494

It is with extreme sorrow that we, the members of Local Union No. 494, I. B. E. W., pay our last tribute of respect to the memory of our late Brother, Riley S. Hartley, whom God, in His wisdom, has seen fit to remove from our midst; therefore be it

Resolved, That we, as a union in brotherly love, extend our deepest and heartfelt sympathy to his relatives and friends; and be it further

Resolved, That this resolution be placed on the minutes of this local union, and a copy be sent to our Brotherhood's official Journal for publication.

EDWIN L. PLEHN,
ELMER H. BAUMANN,
CHAS. PETERSON,
RALPH SPAUDE,
ARTHUR C. SCHROEDER,
Committee.

Frank O. Sutherland, L. U. No. 55

Whereas Almighty God has been pleased, in His infinite wisdom, to take from among us our esteemed and worthy Brother, Frank O. Sutherland; and

Whereas Local No. 55, of the International Brotherhood of Electrical Workers, has lost, in the passing of Brother Sutherland, one of its true and earnest members; therefore be it

Resolved, That Local No. 55 hereby expresses its keen appreciation of the services to our cause of Brother Sutherland and our sorrow in the knowledge of his death; and be it further

Resolved, That a copy of these resolutions be sent to the family of our deceased Brother, a copy spread upon the minutes of our Local Union, No. 55, a copy be sent to the International Office for publication in our official Journal and that our charter be draped for a period of 30 days.

G. W. COOK,
Press Secretary.

P. H. Quinn, L. U. No. 83

Whereas Almighty God, in His infinite wisdom, has seen fit to remove from our midst our worthy friend and Brother, P. H. Quinn; and

Whereas during the many years he has been a member of the International Brotherhood of Electrical Workers and of Local Union 83, he has faithfully fought for the ideals for which this organization was founded; and

Whereas he has always been a true and loyal Brother and friend of organized labor; now, therefore, be it

Resolved, That this resolution, expressing our sorrow at the loss of our Brother, be spread on the minutes of this local union, and that a copy be mailed to the bereaved family, and also to the official publication of this organization, the Electrical Workers' Journal; and be it further

Resolved, That our charter be draped in mourning for a period of 30 days in memory of our departed Brother.

JOHN R. SCOTT,
President, L. U. No. 83, I. B. E. W.
WM. R. WOODBURN,
Secretary, L. U. No. 83, I. B. E. W.

John Eckman, L. U. No. 1156

Since it has pleased Almighty God, in His divine wisdom, to come into our midst and summon our faithful and respected Brother, John Eckman, to the Great Beyond, it is fitting that we should pause and contemplate with respect and admiration his many manly attributes and noble championship of those things most admirable in a Brother and fellow workman.

As a union of brotherly love, our heartfelt sympathy goes out to his relatives, loved ones and friends with the regret that human hearts, at best, can only in a small measure, share the sorrow that is theirs and, may God, in His infinite wisdom, bless and comfort them. In memory of Brother John Eckman, the charter of L. U. No. 1156 shall be draped for a period of 30 days and this tribute spread upon our minutes, a copy sent to his bereaved family and a copy forwarded to our International Office for publication in the official Journal.

WILLIAM V. AHLGREN,
President.

David Andrews, L. U. No. 195

Whereas it has pleased Almighty God to call from his loved ones Brother David Andrews, and

Whereas we deeply regret this sad occasion which deprives us of the companionship of so loyal a friend and Brother, and

Whereas the long and intimate relationship held with him has endeared him to our hearts; therefore be it

Resolved, by the members of Local Union No. 195, International Brotherhood of Electrical Workers, in regular session assembled, That we extend our sincere sympathy to his bereaved beloved ones in this their hour of sorrow; and be it further

Resolved, That the charter of Local Union No. 195 be draped for a period of 30 days in respect of the memory of our dearly beloved Brother; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be sent to the official Journal for publication and that a copy be spread upon the minutes of Local Union No. 195, of the International Brotherhood of Electrical Workers.

LAWRENCE DELANY,
AUGUST FLEICHMAN,
EDW. G. WEGNER,
Committee.

Thomas Salisbury, L. U. No. 43

Whereas it has pleased Almighty God, in His infinite wisdom, to remove from our midst our worthy Brother, Thomas Salisbury; and

Whereas in the death of Brother Salisbury Local Union No. 43, I. B. E. W., has lost one of its loyal and devoted members; therefore be it

Resolved, That Local Union No. 43 acknowledges its great loss in the death of our dear Brother and hereby expresses its appreciation of the services he rendered to our cause; and be it further

Resolved, That Local Union No. 43 extend its condolence to the family of Brother Salisbury in this their time of great affliction; be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union, No. 43, and a copy be sent to the official Journal of our Brotherhood for publication

LOCAL UNION NO. 43.

R. A. King, L. U. No. 417

Whereas our friend and Brother, R. A. King, has passed "through the valley of the shadow of death"; be it

Resolved, That we, as a union in brotherly love, extend our deepest and heartfelt sympathy to his relatives and friends; and be it further

Resolved, That we drape our charter for a period of 30 days.

Brother King was a good and loyal Brother and well liked by all who knew him. May God bless his bereaved ones.

A. J. KOEHNKE,
Financial Secretary.

International Vice President A. M. Hull

Whereas it has pleased the Almighty God, in His infinite wisdom, to remove from us our worthy Brother, International Vice President A. M. Hull;

Resolved, That we extend our profound sympathy to his bereaved family, that they may be strengthened in their sorrow and bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of Brother A. M. Hull, a copy to the official Journal of Electrical Workers and a copy spread on the minute book of Local Union No. 358; and be it further resolved that our charter be draped for a period of 30 days in memory of our departed Brother and officer of the I. B. E. W. OFFICERS OF LOCAL NO. 358,

WM. McDONOUGH,
December 13, 1929. Press Secretary.

L. U. No. 584, Tulsa, Okla.

Whereas it has pleased Almighty God to remove from our midst our beloved Brother and International Vice President, A. M. Hull; and

Whereas during the years he has faithfully served the Brotherhood as an International officer he has consistently worked for the betterment of the organization; therefore be it

Resolved, That Local Union No. 584 extend its deepest sympathy to the family of Brother Hull; and be it further

Resolved, That the charter of this local union be draped for a period of 30 days; that a copy of these resolutions be sent to the family of our deceased Brother, a copy be spread upon our minutes and a copy be sent to our official Journal for publication.

D. H. WESTWOOD,
W. B. PETTY,
S. A. KING,
Committee.

Harry C. Le Van, L. U. No. 18

Whereas it is with deep sorrow and regret that the members of Local Union No. 18, I. B. E. W., mourn the loss of our worthy and esteemed Brother, Harry C. LeVan, who answered the last call on December 8; therefore be it

Resolved, That Local Union No. 18, I. B. E. W., extends its heartfelt sympathy to the bereaved family; and be it further

Resolved, That our charter be draped for a period of 30 days; a copy of these resolutions be sent to Mrs. Mabel E. Page and Mrs. Lucy W. Cooper, his sisters; a copy spread upon the minutes of Local No. 18, and a copy forwarded to our official publication, the Worker.

L. P. MORGAN,
J. F. WOOD,
C. M. FEIDER,
Resolutions Committee.

Theodore Wold, L. U. No. 31

It is with deep sorrow that we, the members of L. U. No. 31, I. B. E. W., pay our last tribute to Brother Theodore Wold, whose life was snuffed out while on duty, on November 21, 1929; be it therefore

Resolved, That we extend our sincere sympathy and condolence to his bereaved family; and be it further

Resolved, That we, the members of L. U. No. 31, drape our charter for a period of 60 days in memory of our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be placed on the minutes of our local and a copy sent to the Journal for publication.

E. G. ERICKSON,
Press Secretary.

Alexander H. James, L. U. No. 70

Whereas it has pleased Almighty God to remove from our midst our beloved Brother, Alexander H. James; and

Whereas in the death of Brother James Local Union No. 70, I. B. E. W., has lost a loyal and respected Brother; therefore be it

Resolved, That a copy of this resolution, expressing our regret in the loss of our Brother, be spread upon the minutes of this local union and a copy be sent to the Electrical Workers Journal for publication.

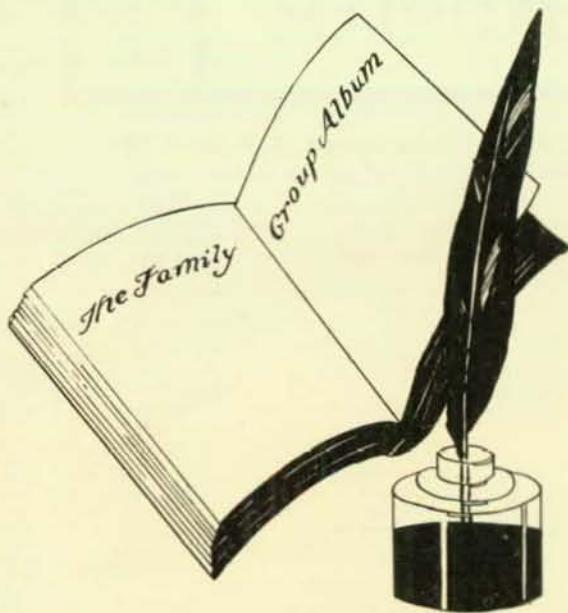
H. T. FAUTZ.

Carl Ladwig, L. U. No. 17

Whereas Almighty God, in His infinite wisdom, has seen fit to remove from our midst our respected friend and Brother, Carl Ladwig; therefore be it

Resolved, That we extend our sincere sym-

(Continued on page 58)



The Family Group Album

Now that the New Year is fully launched and all the good resolutions are being put to test, or discarded, we hope that the one you stick to will be to join the Family Group—we want a snapshot of you in our Album.

* * * *

One unit of insurance per month can be bought for less than a gallon and a half of gasoline.

* * * *

Our friend from Brooklyn, New York, has three more entrants (he called them "three added attractions," and we think so, too), which makes a total of nine, topping the list for members insured in one family. Second honors go to the Brother from Milwaukee, Wisconsin, whose wife and seven children are next. Youngstown, Ohio, is the next, with a family of six to join the Group. We certainly say "Welcome!"

* * * *

One unit of insurance can be bought for less than the price of one movie admission.

* * * *

To those who are anxious to carry more than two units—we are growing, and hope some day to be able to render this service to our group members.

* * * *

Snapshots from the Family Group Album will greet you from time to time.

DON'T OVERLOOK THE APPLICATION ON THE OPPOSITE PAGE. YOU WILL FIND IT HANDY AND SIMPLE TO COMPLETE.

(See Reverse Side for Cost and Age Limits)

APPLICATION FOR INSURANCE

ELECTRICAL WORKERS' FAMILY POLICY

UNION COOPERATIVE INSURANCE ASSOCIATION,
Washington, D. C.

I certify that I am the..... of..... a member
(Give relationship)

of the International Brotherhood of Electrical Workers, Local Union No....., and I hereby apply for.....

units or \$..... life insurance, and will pay \$..... each.....
(Year, half-year, quarter or month)

I certify that I have no impairment in my health or physical condition, and no deformity, except.....

.....
(State any exceptions)

Date of Birth..... Occupation..... Race.....
(Month-Day-Year)

Birthplace..... Sex.....

Beneficiary..... Relationship.....
(State full name and relationship of person to whom insurance is to be paid at your death)

Address of Beneficiary.....

My name is.....
(Print your name in full—not initials. If married use own name, such as "Helen Smith" and not husband's name, as "Mrs. James Smith")

My address is.....
(Street and number—City and State)

Date.....
(Signature in full)

Fill in this application and send to the International Brotherhood of Electrical Workers, Washington, D. C., with check or money order for the first year's premium.

(The Union Cooperative Insurance Association reserves the right to reject any applicant for this insurance for any cause whatever and in case of rejection will return to the applicant the full amount of the payment forwarded with this application. The insurance will become effective on date issued by the Union Cooperative Insurance Association at its Home Office in Washington, D. C.)

QUESTIONS ON BACK HEREOF TO BE ANSWERED IF APPLICANT IS A MINOR

(Family Group Policy—Application Copyright, 1928, J. R. Biggs)

SUPPLEMENTAL QUESTIONS

Additional Information to be Furnished if Applicant is a Minor.

1. Father of Child.	Full Name	Birthplace
	Birth Date	Occupation
2. Mother of Child.	Full Name	Birthplace
	Birth Date	Occupation
3. Premiums will be paid by:	Name	
	Address	

(Signature of Parent or Guardian)

NOTE: Age limits, 1 to 50 years.

Issued in units of \$250.00.

Limit of insurance for any one person:

Ages 1-5, inclusive—\$250.00.

Ages 6-50, inclusive—\$500.00.

Cost per unit:

If paid annually, \$3.60.

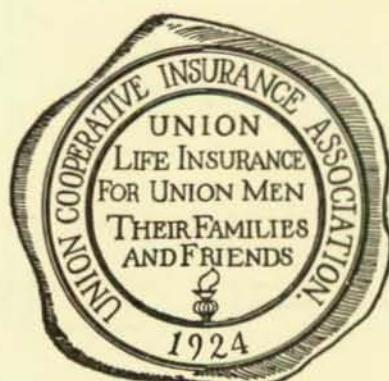
Semi-annually, \$1.80.

Quarterly, 90 cents.

Monthly, 30 cents or "Penny a Day."

Receipts issued for premium payments will show date next payment is due. No additional premium notices will be sent.

Make Checks Payable to
 INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS
 G. M. Bugniazet
 and Send with Application to the International Brotherhood of
 Electrical Workers, Washington, D. C.



LOCAL UNIONS RECORD LOVE FOR CHIEF EXECUTIVE

(Continued from page 25)

Resolved, That a copy of these resolutions be sent to Brother Noonan's family, a copy to the Journal of Electrical Workers, and a copy be spread upon our minutes.

BERT HALL,
A. C. SINGBUSCH,
H. A. STAHL,
Committee.

L. U. No. 502, St. John, N. B., Can.

It is the request of our local to have an item published in the Electrical Workers' magazine in reference to the death of our late President and Brother, J. P. Noonan, expressing our deepest sympathy and regret.

Very truly yours,

J. M. YOUNG,
Recording Secretary.

L. U. No. 520, Austin, Texas

Resolution of Respect

Whereas Almighty God has seen fit to call from our great organization our International President, J. P. Noonan, while in his faithful performance of his duties to the organization; be it

Resolved, That we, Local Union No. 520, I. B. E. W., of Austin, Texas, extend our sincere sympathy and condolence to his bereaved family and the Lord strengthen them in their sorrows; be it further

Resolved, That a copy be sent his bereaved family and a copy be sent to the official Journal and that our charter be draped for a period of 30 days.

W. A. TEW, JR.
WM. GRIMMER,
THEO. PRICE,
Committee.

L. U. No. 530, Rochester, Minn.

Be it known that Local No. 530, International Brotherhood of Electrical Workers, do hereby make this resolution. Be it

Resolved, That Local Union No. 530 drape its charter for a period of 30 days in memorandum of Brother J. P. Noonan, our International President; be it further

Resolved, That we write this resolution within our Book of Minutes; and be it further

Resolved, That we send a copy of this resolution to our International Office for publication.

H. J. WELCH,
Recording Secretary.

L. U. No. 636, Toronto, Ont.

It is with deep sorrow that we, the members of Local Union No. 636, I. B. E. W., Toronto, Ont., mourn the loss of our esteemed and worthy International President, J. P. Noonan;

Resolved, That the sudden removal of such a life leaves a vacancy that will be deeply realized by the I. B. E. W.; and be it further

Resolved, That the numbers of this local union extend their deepest sympathy to his sorrowing friends and relations; and be it further

Resolved, That our charter be draped for the period of 30 days in due respect to the memory of our departed Brother and leader.

R. H. SMITH,
W. B. CRAIG,
J. A. BROWN,

L. U. No. 561, Montreal, Que., Can.

It is with deepest sorrow and regret that we, the members of Local Union No. 561, of the International Brotherhood of Electrical Workers, of Montreal, Que., Can., pay our last tribute of respect to the memory of our esteemed International President, James P. Noonan, whom God in His infinite wisdom has seen fit to remove from our midst; and

Whereas while we deeply regret the sad occasion that deprives us of such an efficient officer, a worthy and faithful servant to the cause, we bow to His divine will; therefore be it

Resolved, That we, a union of brotherly love, extend to his wife and children our heartfelt sympathy in their hour of bereavement; and be it further

Resolved, That the assembly stand for one minute in silence and that our charter be draped for a period of 30 days in due respect to his memory; and be it further

Resolved, That a copy of these resolutions be spread in the minutes and a copy sent to the International Office to be published in the official Journal.

C. GALLAGHER,
Recording Secretary.

L. U. No. 569, San Diego Calif.,

Inasmuch as the Supreme Power has seen fit to take our beloved Brother and leader to his final resting place; be it

Resolved, That we, the members of Local Union No. 569, realize and regret the untimely passing of our International President, James P. Noonan;

That we drape our charter for a period of 30 days in respect and memory of our beloved Brother;

That a copy of these resolutions be spread upon the minutes of L. U. No. 569 and also that they be spread upon the minutes of the E. W. B. A. and that a copy be sent to the Electrical Workers Journal.

C. J. BROWN,
M. L. RATCLIFF,
Committee.

L. U. No. 584, Tulsa, Okla.

Whereas it has pleased Almighty God to remove from his sphere of usefulness our beloved Brother and International President, James P. Noonan;

Whereas during the years he has served us as an International Officer he has consistently sought and worked for the ideals upon which this organization was founded; therefore be it

Resolved, That Local Union No. 584 extend its deepest sympathy to the family of Brother Noonan; and be it further

Resolved, That the charter of this local be draped for a period of 30 days; that a copy of these resolutions be sent to the family of our deceased Brother, a copy be spread upon our minutes and a copy be sent to our official Journal for publication.

D. H. WESTWOOD,
W. B. PETTY,
S. A. KING,
Committee.

L. U. No. 697, Gary, Ind.

Whereas on December 4, 1929, Brother James P. Noonan, our beloved President, met with a terrible death, which means a loss of his services to us and which we regret very much;

Whereas his services are not only a loss to the I. B. E. W. but a loss to the whole of the Labor Movement;

Whereas these duties being thrust upon him because of his integrity and valor and his keen perception which enabled him to make his point without any feeling of deceptiveness; therefore be it

Resolved, That Local No. 697, I. B. E. W., pay our highest tribute to our beloved President, Brother Noonan, in recognition of his valiant service in building up the I. B. E. W., through his unending patience, to where we can look to it as a monument with pride; be it further

Resolved, That we drape our charter for 30 days in condolence to our deceased Brother and leader and a copy of this resolution be spread on our minutes and a copy be sent to our official Journal.

Adopted Monday, December 16, 1929.

GEORGE SIMONS,
DUNCAN RUSSELL,
Committee.

L. U. No. 1002 of Tulsa, Okla.

It is with deep regret that the members of Local Union No. 1002 mourn the passing away of our Brother and leader, James P. Noonan;

Whereas we humbly bow our heads in submission to His will;

Resolved, That we extend our heartfelt sympathy to the relatives and friends of this great leader; be it further

Resolved, That a copy of these resolutions be spread on the minutes of our local union and a copy be sent to the Journal for publication.

O. L. WOODALL,
WM. McCARTNS,
S. E. HARMON,
Committee.

L. U. No. 1101, Anaheim, Calif.

It is with deep sorrow and regret that the officers and members of L. U. No. 1101, I. B. E. W., learn of the death of our most worthy and esteemed officer and Brother, International President James P. Noonan; therefore be it

Resolved, That we extend to those left to mourn his loss our sincere sympathy and profound regrets.

Resolved, That our charter be draped for a period of 30 days as a final tribute of Local Union No. 1101, I. B. E. W., and that a copy of these resolutions be sent to our official Journal for publication, and a copy be spread on our local minutes.

A. L. CARY,
Recording Secretary.

Bridge Operators L. U. No. 195, Milwaukee, Wis.

Whereas the Supreme Ruler of the universe has, in His infinite wisdom, removed from among us our esteemed and worthy International President, James P. Noonan; and

Whereas we shall miss the long and intimate relation held with him in the faithful discharge of his duties to the International Brotherhood of Electrical Workers, as well as to the labor movement in general; therefore be it

Resolved, That the wisdom and ability that always seemed to be at his command and used by him in behalf of any and all labor organizations when called upon for aid and counsel be held in grateful remembrance; and be it

Resolved, That the sudden removal of such a life from our midst leaves a vacancy and a shadow that will be deeply realized by labor movement in general and especially by the International Brotherhood of Electrical Workers, and will prove a great loss to the public as well as the community in which he lived; be it further

Resolved, That with a deep sympathy with the bereaved family and friends of the deceased that we express our hope that even so great a loss to us may be overruled for good by Him who doeth all things well.

EDW. G. WEGNER,
Recording Secretary.

Central Labor Union, Portsmouth, Va.

Whereas it has pleased Almighty God, our Father, in His Supreme wisdom to permit the grim reaper—Death—to invade the ranks of the International Brotherhood of Electrical Workers and so suddenly strike down our friend and President of the International Brotherhood of Electrical Workers, also Vice President of the American Federation of Labor, leaving to the officers and members of the Electrical Workers International Union the lasting memory of a true friend and trades unionist, ever loyal to the organization he was President of, Brother James P. Noonan.

Whereas we, the delegates to the Portsmouth, Va., Central Labor Union, feeling deeply and with sincere regret the death of the President of the Electrical Workers International Union, and as a grateful tribute to his memory, extend to the family and friends of the late President Noonan our heartfelt sympathy in their grief and affliction, and pray that the all-seeing Ruler of the universe will give them strength to patiently bear their trials until the final reunion in the Great Beyond, where sorrow is unknown.

That a copy of this resolution be recorded in the minutes of the Portsmouth-Central Labor Union of Portsmouth, Va., and a copy sent to the official Journal for publication, and a copy mailed to the bereaved family of the late President Noonan.

We beg to remain yours very truly,

W. J. MOUNT,
Chairman.

P. R. BENNETT,
THOS. NOLAN,
Committee.

Central Labor Council, Seattle, Wash.

Whereas trade unionists and friends throughout the whole nation were shocked and saddened by the news of the sudden and untimely passing of Brother James P. Noonan, International President of the Brotherhood of Electrical Workers, on December 4, 1929; and

Whereas Brother Noonan, a welcome visitor to our Council, was a loyal, able and constructive trade unionist whose patient and efficient service was largely responsible for the present enviable standing of the Electrical Workers' Union, and whose services as Vice President of the American Federation of Labor have been of inestimable value to our movement; now therefore be it

Resolved, by the Central Labor Council of Seattle and vicinity in regular session assembled this eleventh day of December, 1929, that it convey to the officers of the American Federation of Labor and of the International Brotherhood of Electrical Workers, and through them to the family and relatives of our departed Brother, our sincere sympathy in this time of affliction and our hope that the fond memories of a life well spent in the service of his fellows will do much to comfort and sustain them in their sorrow.

Respectfully submitted,

JAMES A. DUNCAN,
BYRON VICARAGE,
C. W. DOYLE,
LOUIS NASH,
Committee.

Attest:
C. W. DOYLE,
Secretary.

Idaho State Federation, Pocatello, Idaho

Be it Resolved, by the officers and delegates assembled in the fifteenth annual convention of the Idaho State Federation of Labor, at Pocatello, Idaho, That we do hereby in this resolution express our deepest sorrow and regret for the passing of Brother James P. Noonan to that undiscovered world Beyond; be it also

Resolved, That we herewith pay tribute to his memory as an able executive of the International Brotherhood of Electrical Workers, Vice President of the American Federation of Labor, and an ardent worker for organized labor.

Proposed by:

RAY AVIS,
O. G. DAVIS,
C. W. HAYTHORN,
Members of I. B. E. W.

Approved by:

L. A. PELTON,
FRANK CONNELL,
L. E. HYATT,
Resolution Committee.

Adopted by convention December 10, 1929.
AUGUST ROSQUIST,
President.

Resolution

Whereas the officers and members of Local Union No. 46, I. B. E. W., having official notice of the sudden and untimely death of our International President, Brother James P. Noonan;

Whereas the membership's true sentiments, as expression of sorrow and grief, can be measured only by our heart beats;

Whereas we feel how weak and futile must be any words recorded to measure this great loss to all members and friends of this great Brotherhood; therefore be it

Resolved, That in this hour of grief and sorrow we can only feel that some wise Providence stands behind his sudden passing, and we can be grateful to have so many splendid memories of him which will tend to guide us and which shall never be forgotten.

Resolved, That our hearts go out to the family of Brother Noonan in deepest sympathy in this hour of sorrow. We have stood where his family now stand and know the deep shadows that darken their spirits. But may God, as He will, give strength to the bereaved ones, until time, which softens all things, will help to make even this supreme sacrifice easier to bear.

Resolved, That we stand in silence at this session for one minute, and that our charter be draped for a period of 60 days, and, further, that a copy of this resolution be sent to Brother Noonan's family and a copy sent to the Brotherhood, and to "Labor" for publication.

Adopted by Local Union No. 46, Seattle, Wash., December 17, 1929.

A. G. HELLER,
PHIL KINNIE,
F. M. NOWAK,
E. J. RACINE,
W. M. ELBERT.

Resolution

Whereas it has pleased the Almighty to remove from our midst by death our esteemed friend and co-worker, the late James P. Noonan, President of the Electrical Workers' Union of America; therefore be it

Resolved, That in the death of Brother James P. Noonan, the great American Labor Movement has sustained the loss of a friend and worker whose fellowship it was an honor and a pleasure to enjoy; that we, the officers and members of the Essex Trades Council bear willing testimony to his many virtues, to his unquestionable and stainless life; that we offer our heartfelt sympathy to his bereaved family and many friends; and be it further

Resolved, That a copy of this resolution be sent to his family and placed on the records of this council. This resolution was adopted by unanimous vote of the above council.

Fraternally yours,

HARRY WENDRICH,
Secretary.

L. U. No. 41, Buffalo, N. Y.

It is with sorrow that Local Union No. 41, I. B. E. W., has to record the sudden and untimely death of International President James P. Noonan.

We consider ourselves fortunate to have had the opportunity of having an official visit of International President Noonan as late as July, 1929, and the helping and guiding advice given to us at that time.

At the regular meeting held December 30, 1929, the members of this local union passed the following resolutions; and therefore be it

Resolved, That we humbly bow our heads to submit to His will. We mourn with the Brotherhood in the loss sustained by his family and friends;

Resolved, That a copy of these resolutions be spread on the minute book of L. U. No. 41, I. B. E. W., a copy be sent to the family of the late International President, and a copy be published in the official Journal.

Resolved, That our charter be draped in mourning for a period of 30 days—December 30, 1929, to January 30, 1930—in tribute to his memory.

OTTO C. HALZER,
WILLIAM P. FISHER,
HENRY A. FINK,
Committee.

L. U. No. 151, San Francisco, Calif.

Whereas the Grand President of the universe has in His infinite wisdom seen fit to take from our midst our International President, Brother James P. Noonan, for many years a faithful and diligent worker for the best interests of men and women in industry; and

Whereas he was not only a true worker for the electrical workers but for all organized workers, being many years an officer in the American Federation of Labor; and

Whereas his removal from the duties that he has so faithfully performed at all times for the best interest of all associated with him that this sudden and great loss sustained by organized labor will be deeply felt through the land; therefore be it

Resolved, That we, the members of L. U. No. 151, of the International Brotherhood of Electrical Workers, in regular meeting assembled, extend to his bereaved family, to those associated with him in his good and faithful work in the labor movement, our deepest sympathy in this great loss; and be it further

Resolved, That a copy of these resolutions be sent to his bereaved family, a copy sent to the International Office for publication, a copy be spread on our minutes, and that our charter be draped in mourning for 30 days.

M. J. SULLIVAN,
W. P. STANTON,
B. E. HAYLAND,
Committee.

WOULD YOU BELIEVE IT?—A HUMANE ECONOMIC THEORY

(Continued from page 21)

ing, but no tradesman would give him food because of that; he would merely use the fact to extort a higher price. It wasn't that the tradesman was a bad man. To his family, he might be the best man ever, but the relations of trade were not the relations of human society and no one expected them to be. They were the relations of the hunter and his prey. They were the relations of the exploiter and his victim. At best, they were the relations of two contestants in a struggle where not service but fair play was the highest human virtue that could possibly be expected.

"In the family mere fair play was not enough. In the family one had to put the interest of the other fellow on a par with his own. The result was that the economic order in which the vast majority of people got the greatest part of their living developed and taught one set of principles while the business system developed and taught an entirely conflicting code.

"But the time came—and it was in our time—when the family could not be the economic order any longer. Business became the economic system and had to take on the character of an economic system. As long as people could get a living without participating in the business order, this was not necessary, but when it became impossible to live excepting in and through the business processes, business was confronted with social responsibilities which it could not longer dodge.

"Only a few years ago, business could say 'The public be damned,' for business always had been a private matter and no one had yet become conscious of the fact that it was no longer so. But the family could never say 'The children be damned,' or 'The old

folks be damned,' or 'The members of the family be damned.' It would not be the family if it said such things, and when the time came that people had to look to business instead of to the family for their very life, business could not be business if it said such things.

"Business, similarly, could once say 'Labor be damned.' If a worker did not like the terms of admission into the business system, he had the option, it was supposed, of living outside the business system. But he no longer has any such option. Even if he and his family go 'back to the land,' they can no longer make a living out of it. In order to live, even on a farm, they must devote themselves to raising more than they need of some few products and depend for the greater part of their living upon selling this surplus to the great world outside.

This is only another way of saying that the world is not outside any longer. No family, no colony, no small community can withdraw from the world of business. We are all a part of it. We are all members of it. And while the world of business may have existed for centuries through the exploitation of the rest of the world, no society can exist through the exploitation of its own members.

"That is why so many people, even some good business men, are so confused today. That is why they do not know what wages are. They know what wages were when business was a private matter, and they know from experience that business can not prosper now upon any such theory of wages. But they do not know why, not because they do not understand business but because they do. They have studied business instead of studying economics; and when they have studied economics, as a rule, they have studied a dismal science dealing with the so-called laws of trade instead of studying how human beings in any real economic order must get their living.

"Whatever the future of the family may be, it can never again become our economic system. Business must now assume that role, but if business is to be an economic system, it must include everybody and it must do everything possible for everybody.

"It was not the law of justice. It was not the law of fair play. No family could possibly survive if it assumed to pay each member according to the value of his contribution. For babies contribute nothing to the family budget and children at the most can contribute little. Life begins by consuming; production is a technique to be learned in later years. The first law of any genuine economic order must be the extension of ample credit to all consumers, and the subsequent training of these consumers to become contributors and to accept the full responsibilities of the social order.

"All business men, I grant, may not agree with this. But they will act upon it, which is much more to the point. In fact, they are acting upon it more and more. For while they may not understand the economic principle involved, they are learning that it is bad for business to follow any other principle. The explanation is offered only for the benefit of the occasional business man who likes to have his theories harmonize with his facts."

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STIMULUS GIVEN TRAINING BY DRIVE FOR COMPETENCY

(Continued from page 7)

completes his training, and he is then raised to a journeyman's membership in the local union.

Relative to the value of the early vocational training to the youth in his subsequent experience as an apprentice and journeyman, the instructor of the class, R. J. Springall, makes these remarks:

"Technical knowledge, ideals and the ability to make decisions are making the electrical craftsman an important element within the business and industrial realm.

"The overwhelming complexities of modern electrical work requires clear, hard thinking and the life and progress of the electrical fraternity depend upon the craftsman's ability to think his problems through to a practical conclusion.

"Sustained reflection upon the foregoing facts and conditions is responsible for the courageous manner in which the older craftsmen are requiring their apprentices to obtain the necessary knowledge and ideals from the vocational school to carry on the pioneer virtues and ideals of the craft."

CHAS. A. DEAN,
Press Secretary.

NEW HAVEN

At the present time we have no agreement with employers as to training of apprentices, nor any fast rule in the local. But we do advocate and encourage them to study and take up a course in one of the many schools available. A number of our members are doing so.

At this time a survey is being made, by a Mr. Whiteside for the Chamber of Commerce in New Haven to find out from all angles, and parties interested the feasibility of starting a state trade school here.

Our views on this matter, are that a trade school would be a benefit, if it would take those now in the various crafts and industries, and further their education along their chosen line. We are not in accord with a school to take young boys, and create a supply. It is also our contention that a committee from the building trades and industry should supervise the policy adopted in the school, such as school visitors do over the board of education for public schools.

Some of these state trade schools in Connecticut are at present of great benefit to our members in the training of apprentices in their locality. We are holding in abeyance any rule for the training of apprentices till a report has been made on this state trade school.

H. J. TIERNEY,
Financial Secretary.

LOS ANGELES

Previous to the present term of school, Local No. 83 had maintained for several years an elementary electrical class and a class on the Electrical Ordinance—City of Los Angeles.

At the start of this term, due to the need of more advanced classes, Local No. 83 adopted as its official school, Manual Arts High School, and is endeavoring to fill Tuesday and Thursday night classes at this institution.

The following subjects and classes are maintained:

Direct current, alternating current, elec-

trical mathematics, plan reading and estimating, and a class on electrical ordinance—City of Los Angeles.

There is an instructor paid by the city, state and federal government for each one of the classes.

This school has \$10,000 worth of electrical machinery and equipment, already installed for the benefit of the students.

At the present time, a proposed amendment to the by-laws is up for consideration whereby all apprentices must attend Local No. 83's school, or such school as Local No. 83 may designate, and this amendment also provides that before an apprentice can be promoted or advanced, it will be necessary for him to have 120 hours of schooling before he can pass to second year apprentice; 96 additional hours before he can pass to third year apprentice.

The purpose of this proposed amendment is to force the apprentices to attend school, thereby qualifying themselves to be better journeymen.

Our ordinance class in the past years have put our men far ahead of the non-union men in Los Angeles in regard to their knowledge on the city ordinance.

It is hoped that this school program that we are attempting to put through will cause much favorable comment from the public, as well as raising the standard of intelligence among the electrical workers in Local No. 83.

WM. R. WOODBURN,
Recording Secretary,
Local No. 83.

DETROIT

1. The school used in our vocational work is the Building Trades School and it is run as part and under the supervision of the Detroit Board of Education.

2. The course covers a period of four years.

3. The course is divided into four parts, as follows: Mathematics; theory; blue print reading; practical construction and electrical code.

4. Each apprentice must attend a full day of eight hours out of every two weeks until he completes his apprenticeship.

5. No exception is made; all apprentices must attend school.

6. When the school was started it was found from observation that about 20 per cent of our apprentices were interested in getting their weekly pay envelope only, and did not have any trade pride, did not have the native ability and the ambition to become journeymen.

7. These apprentices have all been eliminated.

8. This, we believe, has been a service, both to the boy and the public.

9. It allows the boy to get into other fields where he might be successful.

10. It keeps the industry from having to carry men who are not suited for its particular needs.

11. As this school is run under the Smith-Hughes law, it saves money for both the national government and the city which would be spent for the education of apprentices not fitted for the trade.

12. It enables the instructor to watch the different apprentices to discover what particular branch of the trade is of the greatest interest to each apprentice individually and to recommend him for such a position when the vacancy occurs. It allows the instructor to pass on to the apprentice his trade knowledge gained through long years of service on the job.

13. It brings into closer contact the dif-

ferent parties who are interested in the advancement of the electrical industry.

14. It helps to instill a trade pride, something very badly needed in this age of production.

15. To the general public it brings the assurance that the electrical work on their homes and business places is being installed by men who are capable through study and practice.

C. W. SPAIN,
Local Union No. 58.

DENVER

Local No. 68 has given much time and study to apprentice training.

In early years, we attempted to operate our own school, but we did not receive the results that we should have had, primarily because we were unable to furnish our school with the necessary equipment, properly to teach our boys the subjects which we thought they should receive.

In 1922 we were able to make satisfactory arrangements with the superintendent of vocational training of our public schools, whereby we discontinued our school and enrolled our apprentices in the public schools.

The laws of our local union make it necessary that an apprentice attend this school on two nights a week for the period of his entire apprenticeship.

For the first two years he receives mostly lecture courses and the last two years he receives laboratory work.

We have as complete a laboratory as can be found in any similar school in this part of the west.

We feel that this training is very essential to our organization and the industry in general. It places our membership in a position to cope with any of the problems of our trade and I am sure that our younger journeymen have a broader knowledge of our trade than those who did not have the advantage of this training.

The general public here recognizes that if you want the service of an electrician you should call some contractor who employs members of the I. B. E. W.

C. B. NOXON.

WINNIPEG

Arrangements have been completed whereby, with the help of the Dominion and Provincial Governments we are able to procure a three-year American Correspondence School course for our apprentices for the sum of four dollars per year plus five dollars for equipment. The cost of equipment has not been finally decided on and may be less than five dollars.

The local decided to make it compulsory for all apprentices who have not enrolled in some other approved school, to take this course.

The system of procedure will be as follows:

(1) The school will send lesson assignment papers, equipment, etc., direct to pupil.

(2) Pupil will send in answer papers to examining committee.

(3) Examining committee will check and send them to the school.

(4) The school will return them to the Department of Education.

(5) The Department of Education will record the marks and forward papers to the examining committee.

(6) The examining committee will record the marks obtained and turn the answer papers over to the student with such comments and explanation as is considered desirable.

(7) The Department of Education will send a copy of School Monthly Progress Report to the examining committee.

Under paragraph (2) it is the intention of the examining committee to have these papers brought by the student in person and to go through them in his presence and also to be ready to explain and help any apprentice with any difficulties that he may encounter.

The examining committee will meet twice a month for this purpose; i. e., the Friday before every regular meeting of the local. The local meets the first and third Monday of the month.

We wish to thank Mr. S. T. Newton, the provincial director of technical education, for his help in procuring this course at such a low rate. Also Mr. McKinney, of the American School, for his willing and helpful co-operation.

A lot of the boys have their first papers ready for Friday night and we hope to get started with a real worth-while session.

I will report further progress in a few months.

C. R. ROBERTS,
Press Secretary.

ATLANTA

The training of electricians, or teaching the apprentice, takes time and a very consistent effort by the apprentice. It requires from three to four years of training, including actual work of helping an experienced journeyman electrician, planning the job, installing the conduits and wiring, making connections. Also from practice he must learn the safest method of installation, as all electrical construction must conform to an approved standard for protection to property and safeguarding life.

The apprentice must learn to read blue prints, to estimate jobs, to figure costs of labor and materials, also he must be able to determine the demand of circuits for lighting and for power so as to use the wire and equipment of the correct capacities.

The International Brotherhood of Electrical Workers through Local Unions Nos. 84 and 613 of this city, are ever alert in their efforts to produce better qualified mechanics. Since 1893 the building industry has relied upon union electricians to do all kind of construction for the use of electricity.

It is the aim of the officers of the organization to continue their policy of limiting the membership in the organization to the most competent mechanics of the trade.

A great step in training apprentices has been taken by the electrical workers in obtaining a class in vocational training, authorized by the federal government through the Smith-Hughes act, the bill introduced by former Senator Hoke Smith and passed in 1919, enabling the establishment of classes in vocational training by organizations, associations or groups after getting the support of city and state educational boards.

At present only one night each week is devoted to class work. But it is planned to hold classes two nights each week in the near future, and eventually will develop into a regular day school. An apprentice attending school a month and working a month until he is graduated. After having graduated he is eligible for examination by the regularly elected board for classification as a journeyman.

The class is divided into three groups for the study of mathematics. Each student is placed in the group he is best fitted. Also they are given one to two hours instruction with actual work on equipment and explanations by the professor as they work.

Also it is planned to establish a post-graduate course for journeymen, enabling those who wish to review or better prepare themselves to follow the trade, and to keep abreast of the times with safer and better methods of construction.

Professor Thomas L. Alexander is instructor of the electrical workers class.

W. L. MARBUT,
L. U. NO. 84.

IN MEMORIAM

(Continued from page 51)

pathy and condolence to his bereaved wife and family, that they may be strengthened in their sorrow and bereavement; and be it further

Resolved, That a copy of these resolutions be sent to Brother Ladwig's family, a copy to the Journal of Electrical Workers, and a copy be spread upon our minutes; and be it further

Resolved, That our charter be draped in mourning for a period of 30 days in memory of our departed Brother,

W. M. FROST,
W. M. McMAHON,
W. I. SPECK,
Committee.

J. G. "Buck" Orrell, L. U. No. 175

Whereas it has pleased Almighty God, in His infinite wisdom, to remove from our midst our Brother, J. G. Orrell;

Resolved, That members of L. U. No. 175 extend their sincere sympathy and condolence to his bereaved family, and may their sorrow be lessened by the knowledge that his work has been well done and may God, in His infinite wisdom, bless and comfort them;

Resolved, That a copy of these resolutions be sent to the family, a copy be recorded in the minutes and a copy be sent to the Labor World and official Journal and that our charter be draped for 30 days.

E. E. CROSBY,
J. G. McCLARY,
E. E. McDANIELS,
Committee.

Wm. Budreault, L. U. No. 1029

Whereas Almighty God, in His infinite wisdom, has seen fit to remove from our midst our respected friend and Brother, William Budreault, while in the performance of his duties; therefore be it

Resolved, That we extend our sincere sympathy and condolence to his bereaved family, that they may be strengthened in their sorrow and bereavement; and be it further

Resolved, That a copy of these resolutions

be sent to Brother Budreault's family, a copy to the Journal of Electrical Workers, and a copy be spread upon our minutes; and be it further

Resolved, That our charter be draped in mourning for a period of 30 days, in memory of our departed Brother.

W. M. F. GRADY,
Recording Secretary.

R. C. Rasmussen, L. U. No. 434

Whereas it has pleased Almighty God, in His infinite wisdom, to remove from our midst our good Brother, R. C. Rasmussen; and

Whereas in the death of Brother R. C. Rasmussen Local Union No. 434, of the I. B. E. W., has lost one of its oldest and best members; therefore be it

Resolved, That a copy of these resolutions, expressing our regret at the loss of our Brother, be spread on the minutes, a copy be sent to the bereaved family, and a copy be sent to the official Journal for publication.

J. F. JOHNSON,
W. S. FREEMAN,
E. C. McBRIDE.

John Larkin, L. U. No. 465

Whereas the Almighty God, in His wisdom, has seen fit to remove our late Brother, John Larkin, by electrocution; therefore be it

Resolved, That Local No. 465 regrets the passing of one of its loyal members; that we condole the loss of a husband and father; that a copy of this be sent to our official Journal; that a copy be sent to the bereaved family; and that a copy be spread on the minutes of this meeting and that our charter be draped for a period of 30 days.

C. C. HAVENS,
C. A. DeTIENNE,
J. F. YOCUM,
Committee.

As usual, the International Office will bind the 1929 Journal. This will be a volume uniform with prior issues. Orders will be filled in order of reception, at \$3.75 prepaid.

LOCAL SECRETARIES



Here's a prize that will add interest and inject enthusiasm into your next organization campaign—every Brother wants one. A handsome finger ring in 14-karat green and white gold, with the I. B. E. W. "Lightning fist"—priced \$10

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UNIVERSAL TRIBUTE TO PAST PRESIDENT NOONAN

(Continued from page 22)

please express to officials of the Brotherhood and members of his family my most profound sympathy. With kind personal regards."

A. J. BERRES,
Hollywood, Calif.

"It has been a real shock to learn of the tragic death of our friend and associate, J. P. Noonan, International President of your organization. His passing will be recognized as a severe loss to the electrical industry and I will miss one whose friendship I highly valued."

J. A. KELLY,
A. S. Schulman Elec. Co., Chicago, Ill.

"The members representing the producers of motion pictures on the joint committee for the consideration of labor matters in the studios, of which your late president was a valued member, extend their sympathy in your loss."

GUY M. CURRIER,
Chairman.

"It is with the deepest sorrow and regret that I learned of the untimely death of James P. Noonan. I have always considered him one of the outstanding figures in the business world of this country, and his charming personality endeared him to all who knew him. It is sad, indeed, that he could not live to see and further the culmination of his efforts."

S. M. CAMERON,
Vice President.
The Howard P. Foley Company, Inc.

"In the untimely death of Brother James P. Noonan your organization has suffered the loss of a loyal, capable, indefatigable worker and leader and we have all lost a fine, true friend and associate."

A. O. WHARTON,
International President,
International Association of Machinists.

"His death will be a great loss to the labor movement where he had established a reputation for himself as a leader and statesman having the confidence of employers and the respect of leaders in the industrial and commercial life of the nation."

PETER J. BRADY,
President,
Federation Bank and Trust Company.

The following also sent messages:

James E. Davison, Peoples Commercial and Savings Bank, Bay City, Mich.

J. M. Burns, Railway Employes' Department, American Federation of Labor.

Matthew Woll, vice president, American Federation of Labor.

G. W. Perkins, president, Union Label Trades Department, A. F. of L.

John J. Manning, secretary-treasurer, Union Label Trades Department, A. F. of L. E. P. Curtis, Order of Railway Conductors.

F. H. Knight, Brotherhood of Railway Carmen.

P. J. Morrin, Bridge and Structural Iron Workers.

Edward Flore, International Alliance Hotel Restaurant Employees.

William Atkinson, International Brotherhood of Boiler Makers.

M. Colleran, president, International Brotherhood of Plasterers.

John L. Lewis, president, United Mine Workers of America.

D. B. Robertson, International Brotherhood of Firemen and Enginemen.

Rose Schneiderman, Women's Trade Union League.

Frank Feeney, president; Joseph F. Murphy, secretary, International Union of Elevator Constructors.

C. C. Coulter, secretary, Clerks Protective Association.

Roy Horn, International Brotherhood of Blacksmiths.

E. C. Davison, general secretary-treasurer, International Association of Machinists.

M. J. Keough, president, International Molders Union of North America.

E. Lewis Evans, president, International Tobacco Workers Union.

H. C. Flemming, Oil Field Workers of America.

G. L. Barry, president, International Printing Pressmen and Assistants Union of America.

John B. Schulte, president, International Association of Retail Clerks.

John F. McNamara, International President, International Brotherhood of Firemen and Oilers.

A. F. Whitney, president, Brotherhood of Railroad Trainmen.

W. M. O'Brien, general secretary-treasurer, Sheet Metal Workers' International Association.

W. W. Britton, president, secretary-treasurer, Metal Polishers' International Union.

M. F. Tighe, president, Amalgamated Association of Iron, Steel and Tin Workers.

A. Persson, general secretary-treasurer, International Brotherhood of Hod Carriers, Building and Common Laborers Union.

James Wilson, general president, Pattern Makers' League.

J. Scott Milne, International Representative, International Brotherhood of Electrical Workers.

A. M. Horle, L. U. No. 677, International Brotherhood of Electrical Workers, Panama Canal Zone.

Members of L. U. No. 20, I. B. E. W., New York, N. Y.

Members of L. U. No. 38, Fixturemen's Section, I. B. E. W., Cleveland, Ohio.

Members of L. U. No. 41, I. B. E. W., Buffalo, N. Y.

A. G. Heller, L. U. No. 46, I. B. E. W., Seattle, Wash.

Members of L. U. No. 56, I. B. E. W., Erie, Pa.

Members of L. U. No. 60, I. B. E. W., San Antonio, Texas.

Members of L. U. No. 66, I. B. E. W., Houston, Texas.

Members of L. U. No. 72, I. B. E. W., Waco, Texas.

Members of L. U. No. 76, I. B. E. W., Tacoma, Wash.

Members of L. U. No. 80, I. B. E. W., Norfolk, Va.

Members of L. U. No. 98, I. B. E. W., Philadelphia, Pa.

Members of L. U. No. 108, I. B. E. W., Tampa, Fla.

Members of L. U. No. 115, I. B. E. W., Kingston, Ont., Can.

Members of L. U. No. 125, I. B. E. W., Portland, Oreg.

Members of L. U. No. 129, I. B. E. W., Elyria, Ohio.

Members of L. U. No. 130, I. B. E. W., New Orleans, La.

Members of L. U. No. 150, I. B. E. W., Waukegan, Ill.

Members of L. U. No. 156, I. B. E. W., Fort Worth, Texas.

Members of L. U. No. 159, I. B. E. W., Madison, Ill.

Members of L. U. No. 180, I. B. E. W., Vallejo, Calif.

Members of L. U. No. 196, I. B. E. W., Rockford, Ill.

Members of L. U. No. 213, I. B. E. W., Vancouver, B. C.

Members of L. U. No. 226, I. B. E. W., Topeka, Kans.

Members of L. U. No. 247, I. B. E. W., Schenectady, N. Y.

Members of L. U. No. 286, I. B. E. W., New Albany, Ind.

Members of L. U. No. 301, I. B. E. W., Texarkana, Ark.

Members of L. U. No. 313, I. B. E. W., Wilmington, Del.

Members of L. U. No. 340, I. B. E. W., Sacramento, Calif.

Members of L. U. No. 347, I. B. E. W., Des Moines, Iowa.

Members of L. U. No. 349, I. B. E. W., Miami, Fla.

Members of L. U. No. 354, I. B. E. W., Salt Lake City, Utah.

Members of L. U. No. 392, I. B. E. W., Troy, N. Y.

Members of L. U. No. 406, I. B. E. W., Stratford, Ont., Can.

Members of L. U. 436, I. B. E. W., Roswell, N. Mex.

Members of L. U. No. 448, Telephone Operators Department, I. B. E. W., Portland, Oreg.

Members of L. U. No. 458, I. B. E. W., Aberdeen, Wash.

Members of L. U. No. 461, I. B. E. W., Aurora, Ill.

Members of L. U. No. 474, I. B. E. W., Memphis, Tenn.

Members of L. U. No. 544, I. B. E. W., Hornell, N. Y.

Members of L. U. No. 568, I. B. E. W., Montreal, Que., Can.

Members of L. U. No. 569, I. B. E. W., San Diego, Calif.

Members of L. U. No. 595, I. B. E. W., Oakland, Calif.

Members of L. U. No. 665, I. B. E. W., Lansing, Mich.

Members of L. U. No. 728, I. B. E. W., Ft. Lauderdale, Fla.

Members of L. U. No. 794, I. B. E. W., Chicago, Ill.

Members of L. U. No. 802, I. B. E. W., Moose Jaw, Sask., Can.

Members of L. U. No. 817, I. B. E. W., New York, N. Y.

Members of L. U. No. 863, I. B. E. W., Lafayette, Ind.

Members of L. U. No. 1054, I. B. E. W., Salina, Kans.

W. F. Barber, L. U. No. 163, I. B. E. W., Wilkes-Barre, Pa.

A. R. Flagler, L. U. No. 291, I. B. E. W., Boise, Idaho.

Gus E. Brissman, St. Paul, Minn.

Father Mulcaire, Notre Dame, Ind.

H. W. Morgan, Miami Beach, Fla.

Samuel Rosenthal, Garden City, N. Y.

Gerry M. Sanborn, Indianapolis, Ind.

John J. Kearney, Boston, Mass., Hotel and Restaurant Employers' Union.

A. L. Oppenheimer, Cleveland, Ohio.

M. E. Hart, president, New Orleans Chapter, Association of Electragists.

W. B. Whitlock, Springfield, Ill., Master Electricians Association, Newark, N. J.

F. C. Werk, Cleveland, Ohio.

Robert Maisel, New York, N. Y.

Spencer Miller, Jr., secretary, Workers Education Bureau of America.

W. T. Brown, Jr., Electro Construction Company, Philadelphia, Pa.

H. P. Foley, president, The Howard P. Foley Company, Inc., Washington, D. C.

Officers and members of the Minnesota State Federation of Labor.

Mr. and Mrs. Frank Fisher, St. Paul, Minn.

Frank Tustin, Seattle, Wash.

John A. O'Connell, secretary, San Francisco Labor Council.

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Big Money quick—the chance to more than double your salary—is offered to you now. RADIO has leaped from the experimental stage to a gigantic industry, employing many, many thousands and loudly calling for MORE TRAINED MEN to fill the Big-Pay jobs.

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Here is an entirely new field of profitable employment—Big-Money Jobs—\$2500—\$3500—\$5000 and up, right now—lots of money easily made in spare time—increasing pay for you and more and more money as this new industry grows bigger and bigger.

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The "R. T. I." famous "3 in 1" Home Training in Radio, Television and Talking Pictures makes it easy for men, young men and boys to get into this new field quickly. R. T. I. home training is practical and easy to understand. It trains your head and hands at the same time. Your opportunities for money-making are unlimited. Your age, amount of education, or experience make no difference. If you are interested and ambitious you can succeed. Are you willing to use a little spare time at home? That is all you need to quickly start making money with R. T. I. material and home training. You will be ready for a good job or profitable business of your own, even before you finish the training. Remember—you learn at home in your spare time on actual equipment included in fine, big outfit sent you by R. T. I. R. T. I. with all its connections in the industry, keeps you up-to-date and pushing forward all the time.

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Charles Dickie, secretary-treasurer, Division No. 4, Railway Employees' Department. L. C. Grasser, I. B. E. W., Phoenix, Ariz. James Broderick, I. B. E. W., Montreal, Que., Can. G. W. Whitford, Executive Council, I. B. E. W., New York, N. Y. J. L. McBride, Executive Council, I. B. E. W., Winnipeg, Man., Can.

WOMAN'S WORK

(Continued from page 28)

by the Country Gentleman, others by Butterick and McCall patterns. You will know the right ones because the Bureau of Home Economics of the Department of Agriculture will be mentioned somewhere on the pattern.

There are also patterns for simple rompers and play suits in leaflets sent out by the Bureau. If dressing small children is one of your problems, why don't you send for a set of these leaflets? They will explain, in photographs and descriptions, just how you can join the movement for simplified clothing for children.

These leaflets include the following: "Suits for the Small Boy," "Sun Suits for Children," and "Play Suits for Winter." Leaflets on "Dresses for the Small Girl," and "Children's Rompers" are in preparation and will be ready soon. They contain enough designs for complete wardrobes for several children. The leaflets are five cents each and may be obtained by writing to the U. S. Department of Agriculture at Washington, D. C. If you mention it, they will direct you about buying patterns. The Bureau is also sending out exhibitions of these garments, one of which may come to your city.

DEATH CLAIMS PAID FROM DECEMBER 1, TO AND INCLUDING DECEMBER 31, 1929

L. U.	No.	Name	Amount
	290	L. J. Mosley	\$1,000.00
I. O.	B. F. Hooten	1,000.00	
400	H. R. Watson	1,000.00	
679	Fred Giles	1,000.00	
3	Frank M. Siers	1,000.00	
134	J. J. Lamb	1,000.00	
134	N. Tortenson	1,000.00	
134	F. Dettmer	1,000.00	
427	J. P. Noonan	1,000.00	
62	J. S. Kissinger	1,000.00	
31	Ted M. Wold	825.00	
134	James Leland	1,000.00	
134	John Hoffman	1,000.00	
134	M. J. Enyart	1,000.00	
3	Andrew Johnston	1,000.00	
3	Edwin W. Harris	1,000.00	
515	E. J. Tuck	1,000.00	
713	Louis Tinsley	1,000.00	
465	J. D. Larkin	1,000.00	
18	H. C. Le Vann	1,000.00	
9	J. Byrne	1,000.00	
43	T. Salisbury	1,000.00	
278	T. P. Rhodes	650.00	
17	C. Ladwig	1,000.00	
57	F. C. Eberhardt	650.00	
195	David Andrews	1,000.00	
I. O.	F. L. McMahon	1,000.00	
3	Wm. Kennedy	300.00	
130	A. M. Hull	1,000.00	
413	Wm. Simpson	1,000.00	
17	Jos. H. Kelley	650.00	
134	C. P. Real	1,000.00	
140	David Campbell	1,000.00	
591	V. S. Egan	1,000.00	
I. O.	D. C. Jones	650.00	
		\$32,725.00	
Claims Paid from Dec. 1 to and including Dec. 31, 1929		\$32,725.00	
Claims Previously Paid		1,792,611.10	
Total Claims Paid		\$1,825,336.10	

BATTLE OF CHAIN SYSTEMS WAGES TO THE DEATH

(Continued from page 16)

service. There are prosperous groceries where you scarcely will see a customer inside the store. Business is done over the phone, at a minimum of bother to the housewife. Where the customer lives at some distance from the store this arrangement actually is more economical than buying from the chains, when the cost of gasoline for the car, bus or streetcar fare, and the loss of the housewife's time are considered, compared with the slightly higher price the independent grocer must charge to pay for his delivery service.

Low Wages Paid

The small storekeeper and the worker are kin by bond of class, if you could call it that, in America where there are not supposed to be any classes. The storekeeper frequently comes out of the ranks of labor, sometimes a man too old to work at his trade, who invests his savings where they will help him to make a livelihood. The proprietor continues to be a worker, in his store, frequently employing no help outside his own family. He never has a chance to lose his contact or his sympathy with the working class.

Chain store owners, on the other hand, are those fleshless, bloodless, unhuman bodies known as corporations. Even their store managers and other employees must rigidly resist any human impulses. It is worth mentioning that in addition to making automatons out of their employees, the chain stores have taken the lead in installing the "talking robot" vendor of groceries, the machines that sell customers wrapped packages of commodities, make change, and say "thank you!" According to a story in the Journal of Commerce when these machines first appeared, certain chain groceries were the only ones planning to make use of them.

From a study of over 6,000 women employed in chain department stores in 18 states, the Women's Bureau of the U. S. Department of Labor found that 70 per cent of the total received less than \$15 a week and over 40 per cent less than \$12. Not quite six per cent of the women reporting their hours, had a weekly total of 48 hours a week or less. Twelve per cent had a 54 hour working week and a large percentage had hours between 55 and 60 a week. Results of this study were reported in December, 1929, which means that it is an accurate picture of present conditions.

H. M. Foster, editor of the food department of the Journal of Commerce, says that if employees of chain stores ever became unionized, that would eliminate all the advantage claimed for the chains. "By low wages and fewer employees, supposed economies in distribution of which the chains boast, they tend to reduce the consumers' buying power, and this phase of the controversy they habitually ignore," says Mr. Foster, referring to the fact that the low wages paid to chain employees bring down the level of wages generally.

Labor's attitude toward the chains has been stated repeatedly in the labor press. Several weekly labor papers, in localities as far removed as Minnesota and Florida, have been carrying on campaigns against the chain stores. The Minneapolis Labor Review, to name only one, in a vigorous drive against National Tea and Piggly Wiggly stores, proved in court that bread made by a non-union bakery and distributed through a chain store, was short weight.

The Tri-City Labor Review, of Moline and Rock Island, Ill., and Davenport, Iowa, has for some time been fighting the chains in a series of front page editorials and claims to have forced a good many chain groceries to "pack up and move on." Naturally the independent merchant, in gratitude to the only champion he has in the community, places his advertising in the labor paper and the bonds of friendship are still further strengthened. No one believes that this increase in advertising revenue is more than a byproduct, however. Labor newspapers are not in the habit of basing policies on profits, and labor's policy in this controversy is dictated by the welfare of the masses. As such, it is humanistic as well as logical.

Incidentally, the J. C. Penney chain of stores, virtually the only group of this kind that has made a policy of friendliness toward organized labor, has just been acquired by the anti-union Sears Roebuck and Company, which is now the largest distributor of retail merchandise in America. While the Penney Company has been featuring union made garments for men and women, Sears Roebuck sells prison made goods in its retail stores.

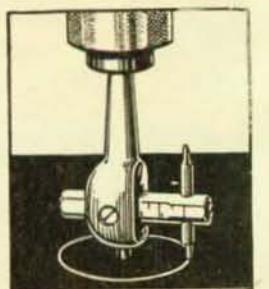
As usual, the International Office will bind the 1929 Journal. This will be a volume uniform with prior issues. Orders will be filled in order of reception, at \$3.75 prepaid.



"JIFFY" SOLDER DIPPER solders 50 to 75 joints with one heat. Does not smoke the ceilings, spill solder or burn the insulation.

"JIFFY" JUNIOR CUTTER

Cuts holes 1 to 3 inches in diameter in sheet metal, outlet boxes, bakelite, etc. Fits any standard brace. It may also be used with drill press.



Established 1915

Mail Today

PAUL W. KOCH & COMPANY,
Room 400, 19 S. Wells St., Chicago, Ill. Name _____
Enclosed find \$ _____
 Send me a Jiffy Dipper @ \$1.00.
 Send me a Jr. Cutter @ \$3.00.
 Send complete Jiffy bulletin. Street _____
City _____

1-30 Money back if not satisfactory. "Originators of Jiffy line of labor savers."

**LOCAL UNION OFFICIAL RECEIPTS FROM NOVEMBER 11
TO DECEMBER 10, 1929**

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	
1. O.	11626	12070	111	996790	996806	267	679396	679404	454	696368	696377	
1	963601	963322	113	836745	836770	268	417396	417401	456	740021	740077	
1	926145	926284	114	733620	733625	269	240434	240425	458	662701	662729	
2	567541	567750	115	700147	700189	271	277366	277393	460	615762	615771	
3	Series A. 9863-9900	116	547453	547500	273	517811	517840	461	255545	255557	679	
3	" A. 10126-13897	116	955851	955871	280	588974	588991	463	65816	65817	680	
3	" A. 14101-14950	117	631401	631420	281	220218	220238	464	652808	652831	683	
3	" A. 15001-15235	119	989667	989673	285	641097	641023	465	771877	771960	684	
3	" A. 15301-15512	120	224591	224610	286	639263	639270	466	317176	317233	685	
3	" B. 2385-2406	122	852191	852350	288	359869	359906	468	296227	296231	686	
3	" B. 2504-2700	122	952101	952120	290	732494	732522	471	662397	662416	688	
3	" B. 2788-3093	124	922616	922850	291	527538	527560	472	611982	612008	691	
3	" B. 3301-3812	125	881041	881575	293	604661	604680	474	721641	721740	691	
3	" B. 3901-4036	127	856922	856924	295	992292	992296	477	503578	503605	694	
3	" B. 4201-4300	129	314425	314427	296	976952	976970	480	612296	612299	695	
3	" C. 178-252	131	645951	645986	300	906741	906744	483	580943	581015	704	
3	" D. 2520-2700	132	691701	691715	301	670428	670444	488	719387	719388	707	
3	" D. 2730-2962	133	316000	316013	302	998034	998046	490	80623	80627	711	
3	" D. 3001-3127	135	859157	859177	305	640808	640844	493	427489	427480	712	
3	" F. 4053-4287	136	568500	568500	306	629015	629082	497	638962	638983	713	
3	" G. 339-357	136	935601	935662	307	976722	976736	500	550106	550168	713	
6	812701	813098	137	215616	215621	308	158420	158451	501	784648	784850	713
7	862191	862290	138	785726	785747	310	209631	209725	501	932001	932090	716
8	867351	867393	139	787968	788006	311	577191	577257	502	674644	674660	717
8	172491	172500	143	739219	739248	312	791044	791089	503	424997	425012	719
9	756881	757150	145	777092	777154	313	623881	623930	504	793187	793187	722
10	610601	610640	146	988654	988659	314	307102	307102	508	170984	171000	723
12	800630	800637	150	646575	646587	315	291171	291177	508	934101	934112	728
15	863015	863630	151	873351	873726	317	223926	223972	509	596599	596611	731
16	671336	671346	152	576111	576126	318	620480	620542	514	806921	806940	732
17	930081	930720	156	676401	676440	319	6090820	6090827	515	631381	631388	734
18	805131	805547	156	635621	635650	321	644061	644080	516	618240	618256	734
21	634956	634979	157	649730	649738	322	854620	854624	517	733472	733484	743
22	458771	458773	159	394358	394386	325	609221	609274	520	801563	801600	746
26	477667	477744	163	820106	820163	326	599719	599728	522	290143	290178	757
26	908036	908245	164	872796	872967	328	621786	621817	526	962272	962280	760
27	78735	78744	165	654501	654510	329	646374	646399	527	633876	633890	762
28	718466	718850	167	628671	628680	330	176555	176567	528	747631	747672	763
28	910851	911028	169	673706	673711	332	346041	346071	532	809094	809159	765
30	595019	595047	170	671915	671924	333	569203	569250	535	745436	745475	770
32	596882	596898	173	637243	637257	333	915351	915390	536	629704	629718	771
33	441553	441561	174	619931	619937	336	53655	53689	537	839106	839132	773
34	855586	855603	178	397306	397317	337	55180	55189	540	624539	774	799169
35	483560	483820	180	689313	689330	338	731058	731063	544	866697	86733	784
36	640019	640060	184	444141	444149	339	606212	606250	545	640411	640437	798
37	315576	315621	185	854208	854278	340	815916	815977	548	618560	802	874625
38	480291	480490	186	707688	707690	341	777441	777452	549	289301	289410	808
39	790599	790820	187	648048	648073	342	589235	589252	551	290902	290908	817
40	951370	951558	188	432355	432359	343	648249	648287	552	278000	278913	817
41	833916	834274	190	687837	687853	347	949884	949950	556	648917	648935	819
42	628043	628952	191	659419	659437	348	814921	815125	558	39193	39196	835
44	973366	973374	192	287807	287834	350	995591	995600	559	610156	610180	840
45	977573	977579	193	661033	661080	354	672282	672365	560	356619	356656	842
48	886361	886565	194	419961	420000	355	638493	638497	561	570594	570750	842
50	529138	529174	194	958851	958855	358	861407	861450	564	740646	740652	850
51	647421	647460	195	765902	766004	364	501684	501750	567	817851	817980	854
52	780716	780777	196	959634	959673	364	955101	955107	568	798217	798350	855
53	770901	770952	197	583558	583568	368	127404	127419	568	903351	903494	857
54	617843	617860	203	630482	630495	369	426536	426560	570	506203	506227	858
55	802179	802202	205	983274	983283	370	649438	649445	572	603062	603074	862
56	387459	387518	207	688101	688101	371	443014	443018	574	348623	348667	863
57	44875	44897	209	448217	448251	372	633131	633160	575	382138	382171	864
59	893681	893790	210	798637	798706	375	738708	738792	578	493760	493857	864
60	775721	775850	213	750345	750663	376	732811	732818	580	642597	642611	868
62	61431	61433	214	754821	754850	377	782946	783026	581	443161	443170	869
65	920961	921240	214	953601	953720	379	614704	614715	584	893055	893475	870
66	927391	927580	215	85247	852623	384	724426	724430	585	721158	721170	873
67	632500	632500	216	833107	833107	385	727931	727932	586	608903	874	37729
67	688701	688737	217	983537	983544	387	651870	651886	591	997054	997070	875
68	582491	582500	222	860617	860638	389	591057	591079	594	824094	824100	885
69	532007	532611	223	612691	612700	390	981000	981000	595	811563	811820	886
70	969825	969832	224	799940	799977	390	627601	627645	596	440350	440357	890
72	110995	111000	225	971195	972000	395	612985	613007	598	686066	686076	892
72	958101	958115	225	626901	626912	396	302211	302250	599	924374	924387	902
73	803300	803396	226	659741	659767	396	871851	871859	602	535798	535838	907
75	647624	647722	229	435641	435745	399	662934	662941	607	600745	600758	914
76	928851	928857	231	775948	775965	400	479781	479780	608	726366	726369	915
77	540664	540750	232	265108	265124	401	202408	202442	611	637940	637962	918
77	889275	889362	233	592897	592940	402	831513	831524	616	675824	675824	919
79	487333	487437	236	661142	661148	406	598101	598127	617	395904	395953	922
80	870400	870438										

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
1029	789388	789427	1072	858391.	3	—Series B, 2386, 2527,	156	676413.	
1036	445710	445750			2570, 2793, 2807,	223	612736.		
1037	372281	372290			2845, 2856, 2900,	245	791891.		
1045	280070		2	—567569, 598.	2914, 2926, 2944,	271	277383.		
1047	430069	430104	3	—Series A, 10135,	2950, 3031, 3044,	290	732496-497.		
1054	733083	733098	10154,	10174,	3070, 3314, 3451,	292	876734-740.		
1057	482276	482294	10261	10264,	3495, 3554, 3574-	307	976723.		
1072	858385	858414	10357,	10359,	3576, 3607, 3645-	308	158443.		
1086	350021	350088	10603,	10609,	3648, 3734, 3747,	321	644070.		
1087	681188	681187	10651,	10912,	3931, 4035-4036.	326	599726.		
1091	350614	350642	11102,	11157,	3	—Series D, 2597-2598,	342	589242-245.	
1095	599423	599444	11160,	11197,	2602, 2608, 2644,	343	648270, 280.		
1099	787125	787147	11200,	11226,	2650, 2670, 2672,	354	672344.		
1101	341428	341443	11259,	11365-	2692, 2871, 2900-	390	302236.		
1118	622038	622054	11368,	11394,	2901, 2948, 2950,	422	605551.		
1131	994365	994373	11525,	11555,	2955-2957, 3097,	441	999505.		
1135	614012	614019	11565,	11571,	3109,	463	65817.		
1141	643670	643700	11576,	11608,	3	—Series F, 4122, 4184,	501	932680.	
1141	689001	689020	11969,	11997,	4200, 4217,	514	806930.		
1151	459851	459852	12026,	12119,	9—756926,	560	356641.		
1154	322930	322979	12376,	12628,	18—205271, 353,	574	348646.		
1156	835382	835479	12629,	12724,	26—477668,	585	721159, 161.		
MISSING									
7	862189-190.		12982,	12989,	26—908065,	602	535814.		
321	644060,		13039,	13072,	28—718565, 627,	653	674088.		
329	646376,		13324,	13602,	33—441545,	654	—Triplicate Receipts.		
342	589197-234.		13630,	13631,	34—855590,	37058,	37149-		
376	732809-810.		13721,	13724,	35—483577, 693,	37150,			
390	980981-999.		14341,	14344,	38—480449-450,	713	49-50.		
422	605563-565.		14368,	14450,	48—886390, 512,	760	603202.		
522	290161.		14677,	14907-	50—529169,	765	24540		
528	747662.		14908,	14946	54—617856,		24549.		
685	643034, 636.		3	—Series A, 15086,	66—920985,	817	795198, 706525.		
686	30654-30655.		15127,	15189-	921038,	874	37721.		
728	749280.		15192,	15197,	060, 142, 147,	918	598189.		
BLANK									
654	36901-36910.		3	—Series A, 15333,	82—822525,	948	834548.		
PREVIOUSLY LISTED									
MISSING—NOT MISSING									
728	949279.		15390,	15406,	104—786908,	1037	372328.		
			15494.		122—852307,	1154	322964.		
					125—881116.				
PREVIOUSLY LISTED									
VOID—NOT VOID									
						96	377745.		

CHANGING AMERICA CHARTS HUGE BUILDING PLANS

(Continued from page 5)

Subways under contract or authorized	\$525,000,000
Improvements connected with west side plan	11,995,000
West side express highway	26,000,000
Triboro bridge	30,000,000
Midtown vehicular tunnel	86,000,000
Narrows vehicular tunnel	75,000,000
Delaware River water supply	300,000,000
Hill View Reservoir tunnel	42,692,000
New school buildings	46,150,000
Bellevue psychopathic pavilion	5,000,000
Kings County hospital	5,000,000
New Hunter College buildings	6,000,000
Brooklyn Central Library wing	1,000,000
New wing, Metropolitan Museum	3,000,000
New wing, American Museum	1,000,000
Kings County court house	10,000,000
Bronx County building and jail	8,000,000
Riker's Island penitentiary	9,000,000
Women's house of detention	1,000,000
Ward's Island sewage plant	20,000,000
Barren Island airport	2,500,000
Fire and police house, traffic lights	6,000,000
Total	\$1,220,337,000

New York represents only one great American community. Its future is assured. Other American cities are not far behind. Cleveland, St. Louis and Chicago, Detroit and Los Angeles are building after plans. All of these developments depend for their accomplishment upon crafts. Organized labor cannot be omitted from these plans. Nor can it omit itself. It must be equipped to play its role in the future as it has in the past.

The city of Washington has plans for the beautification of Pennsylvania Avenue, totalling \$100,000,000. The avenue as is presents no dignified and impressive appearance. Gift stores, fortune telling hovels, decrepit wholesale houses line the historic thoroughfare from capitol to treasury. This is to be changed with comparative suddenness. Magnificence is to take the place of squalor. The city fathers of the national city and Congress intend to make Washington the most beautiful city of the world.

The latent power of the United States is evidenced by these civic plans in the cities mentioned. These imply that America has the man-power, the collective skill to make these contributions. Labor can make itself ready for still greater accomplishments.

As usual, the International Office will bind the 1929 Journal. This will be a volume uniform with prior issues. Orders will be filled in order of reception, at \$3.75 prepaid.

The man who makes it the habit of his life to go to bed at nine o'clock, usually gets rich and is always reliable. Of course, going to bed does not make him rich—I merely mean that such a man will in all probability be up early in the morning and do a big day's work, so his weary bones put him to bed early. Rogues do their work at night. Honest men work by day. It's all a matter of habit, and good habits in America make any man rich. Wealth is largely a result of habit.—John Jacob Astor.

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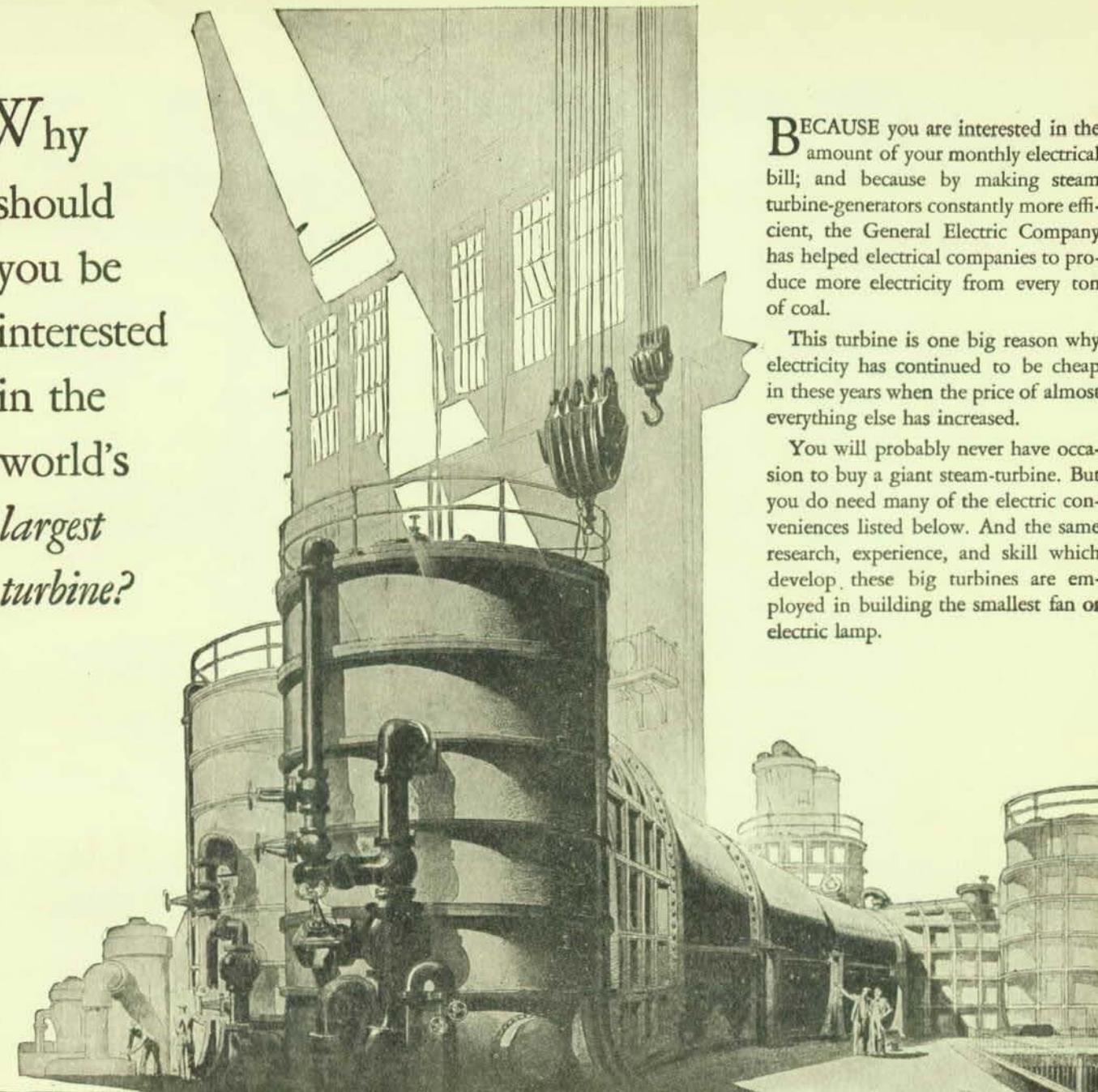
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IT IS ONLY THOSE WHO DO NOT
KNOW HOW TO WORK THAT DO
NOT LOVE IT. TO THOSE WHO
DO, IT IS BETTER THAN PLAY—IT IS
RELIGION.—*Patterson.*

